CITY OF RIVERSIDE



NOW RECRUITING

City Manager

Confidential Recruitment

Open Until Filled

Contact JGA at:

Riverside.CMrecruitment@jacobgreenandassociates.com

JACOB GREEN & ASSOCIATES

COMMUNITY

About Riverside

Riverside has a rich history dating back to its incorporation in 1870. From its earliest days, the city has thrived under the guidance of forward-thinking founders and successive leaders. Evident within the community is an innovative and artistic spirit that permeates the culture of its residents.

Today, Riverside is a leading Southern California city offering a blend of hometown charm, history, and hospitality with the vision, energy, culture, and diversity of a sophisticated metropolitan area. With a population exceeding 317,558 residents, Riverside proudly holds the title of the 12th largest city in California and the 6th largest in Southern California, serving as the economic powerhouse of one of the fastest-growing regions in the United States.

1870	317,000+	12th	6th
Year incorporated	Residents	Largest city in California	Largest in Southern California

Why work for Riverside?

Riverside offers its next City Manager an exceptional opportunity to lead a major Southern California city with the full support of its elected leadership. While the City Council represents a wide range of ideological and political perspectives, its members are aligned on the City Manager recruitment, the priorities for the position, and their commitment to the next City Manager's success. The Council is ready to support a talented, forward-looking executive who can build on Riverside's strengths and take the City to the next level.

The successful candidate will have a genuine opportunity to shape the City's future. With the Council's encouragement, the next City Manager will have the chance to put his/her stamp on the organization by building a fresh, high-performing culture, strengthening collaboration, and ensuring that City services continue to meet residents' evolving needs over the next decade.

For an accomplished public sector leader who wants to make a lasting impact, Riverside offers the partnership and room to lead boldly.

City Manager Priorities

#1 Homelessness

The City Council seeks a City Manager with a proven record of addressing homelessness and supporting individuals experiencing homelessness. The City Manager must collaborate with residents, the business community, and County partners to develop innovative, lasting solutions that enhance community safety and connect those in need with appropriate resources.



#2 Fiscal Sustainability and Operational Efficiency

The City Council seeks a City Manager who prioritizes long-term fiscal sustainability through strong financial management, disciplined budget oversight, and responsible stewardship of public resources. The City Manager must improve efficiency and accountability across City operations, ensuring that services are delivered effectively and resources align with the Council's priorities and community needs.



#3 Economic Development

The next City Manager will need strong familiarity with economic development approaches including business attraction, retention, and workforce development programs. Additionally, the next City Manager will have a unique opportunity to help shape the future of Riverside's Northside, where multiple revitalization efforts are already underway. Anchored by major mixed-use developments, sports complexes, and urban agriculture projects, this dynamic area is emerging as a catalyst for economic investment. These initiatives are part of a broader vision to foster sustainable growth throughout the city.



#4 Infrastructure Maintenance and Investment

The City Council seeks a City Manager who prioritizes the maintenance and improvement of streets, sidewalks, and other essential public infrastructure. With expectations exceeding the investment supported by the current budget, the City Manager must assess needs and identify sustainable funding strategies. This effort will require transparent communication and the ability to facilitate difficult conversations with the Council and community.

#5 Organizational Culture

Riverside's size and continued growth have helped attract top talent from across the region, while underscoring the need for a shared organizational culture and stronger alignment across departments with City Council priorities. The next City Manager must bring employees together around clear values, shared expectations, and a commitment to collaboration and accountability. This leadership will be essential to building a unified organization that consistently exceeds the City Council's expectations for outstanding service to the community.



LEADERSHIP PROFILE

The Ideal Candidate

The ideal candidate will be a decisive, forward-looking city leader who is energized by the opportunity to guide Riverside into its next chapter. Working with a City Council that is diverse in perspective yet unified in its priorities and support for the position, this leader will build trust across differing viewpoints. The successful candidate will bring the confidence and commitment to shape the organization while fostering a fresh, high-performing culture.

The City Council is seeking a City Manager who brings the following five qualities:

1

Decisive Decision Maker

The next City Manager must be a decisive and confident leader who can assess complex issues, make sound judgments, and move quickly from decision to execution. The Council is seeking an executive who will not be constrained by the way things have always been done, but who will think creatively and challenge assumptions. This leader should be willing to stretch what is possible.

2

Strong Leader

Riverside needs a strong, visible leader who connects with employees at every level and inspires them to achieve their highest potential. The next City Manager will empower staff to pursue excellence, and build the trust and momentum needed to move the organization forward.

3

California City Management Experience

The ideal candidate will have significant city management experience and a demonstrated ability to lead a complex municipal organization. California experience is strongly preferred, which will allow the next City Manager to build relationships quickly and effectively advance the City Council's priorities.

4

Intergovernmental Relations and Advocacy Experience

The next City Manager must be a strong advocate for Riverside, with the ability to build and maintain productive relationships at both the state and federal levels. The ideal candidate will be skilled at advancing the City's priorities and ensuring Riverside has a strong voice in key policy and funding discussions. Established connections with governmental affairs professionals will be valuable in navigating legislative issues and promoting the City's interests.

5

Hire and Retain City Staff

The next City Manager should have a strong record of recruiting and retaining talented professionals. This leader will create an environment where employees are supported and inspired to build long-term careers with the City. By making thoughtful hiring decisions, investing in staff development, and strengthening collaboration across departments, the City Manager will build a cohesive, high-performing team prepared to serve the community now and into the future.

THE ROLE

The Position

The City Manager serves as the City's chief administrative officer by coordinating and overseeing all municipal operations and activities; provides professional advice and assistance to the City Council while exercising independent judgment and initiative; and performs related duties as required.



Core Duties and Responsibilities

- Lead City goals, policies, budgets, capital planning, and financing.
- Oversee municipal operations, ordinance enforcement, Council-directed work, and complex administrative issues.
- Advise the City Council through financial and operational reports, policy analysis, and recommendations on current and future needs.
- Engage residents, businesses, community partners, and government agencies; resolve complex complaints and represent the City publicly.
- Select, supervise, train, and evaluate staff, and fulfill duties assigned by the City Charter or City Council.

Qualifications

Knowledge of:

- Modern municipal administrative methods and procedures, organizations, and functions.
- Current social, political, and economic trends and operating problems of municipal government.
- Applicable federal and state laws, rules, and regulations regarding local government operations.
- Principles of effective public relations and relationships with community groups, agencies, private businesses, and other levels of government.

Ability to:

- Provide effective leadership and coordinate the activities of a large municipal organization.
- Analyze, interpret, summarize, and present administrative and technical information and data in an effective manner.
- Appraise situations and people accurately and quickly and adopt an effective course of action.
- Serve effectively as the administrative agent of the City Council.
- Select, supervise, train, and evaluate staff.

Minimum Qualifications

Education: A Bachelor's degree from an accredited college or university with major work in public administration or a closely related field. A Master's or other advanced degree is highly preferred and may substitute for two years of the required experience.

Experience: Ten years of progressively responsible administrative, managerial, or leadership experience in municipal government which includes three (3) years in a director, deputy director or other senior management-level position.

Compensation & Benefits

$ Salary $405,696

Retirement

CalPERS retirement benefit factor for employees hired after 1/1/2013 is 2% @ 62 or 2.7% @ 55 for Classic members who entered into membership before 1/1/2013. The City also offers a 457/401A Deferred Compensation Plan with City contribution of $200 per month for employees who contribute a minimum of $12.50 semi-monthly.

Benefits Offerings

Comprehensive medical, dental, and vision coverage with generous City contribution. Additional optional benefits include flexible spending account, additional life, critical illness, legal plan, and long-term disability.

Paid Time Off

Generous paid time off:

- 200 hours of vacation
- 13 paid holidays
- 12 days per year of sick leave
- Up to 100 hours of administrative leave

Scan for more details.

City of Riverside class specification on GovernmentJobs

This summary highlights key elements of the City of Riverside's compensation and benefits package. A full list of requirements, benefits, and terms of employment is available online. Candidates are encouraged to review the complete details provided by the City of Riverside by scanning the QR code.





Ready to Apply? Have Questions?

To apply, email a cover letter and resume to:

Riverside.CMrecruitment@jacobgreenandassociates.com

To speak with a member of our recruitment team, email the above address and include your preferred contact information.

CONFIDENTIALITY

JGA conducts recruitments through a strict, candidate-protective confidential process. All interviews occur off-site, with logistics managed discreetly to ensure privacy and controlled exposure at every step. This approach reflects our firm's core philosophy: protecting candidate confidentiality to maintain trust and integrity throughout the search.

JACOB GREEN & ASSOCIATES