

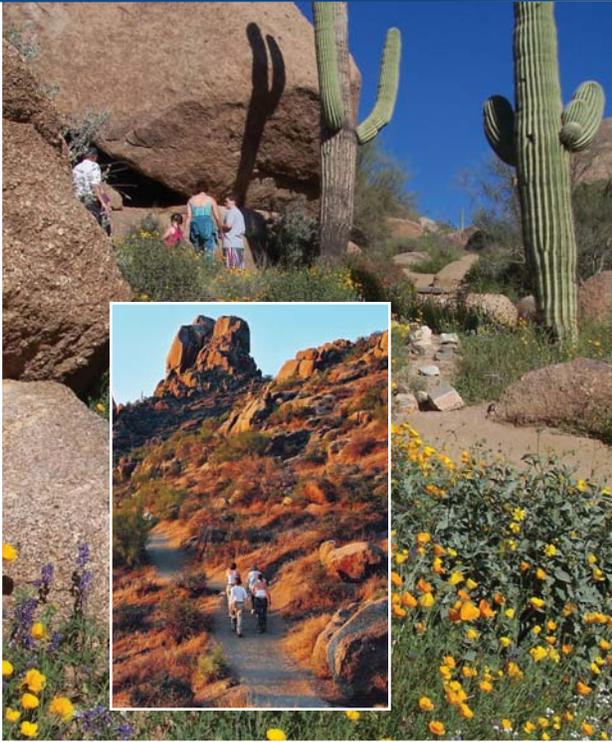
THE CITY OF SCOTTSDALE, ARIZONA



INVITES YOUR INTEREST IN THE POSITION OF
CITY MANAGER



SCOTTSDALE, ARIZONA – AN OUTSTANDING OPPORTUNITY LOCATED IN THE SONORAN DESERT



This is an outstanding opportunity for an experienced executive to live and work in a vibrant and highly respected community. The City Council is seeking an innovative, empathetic, and strategic leader for City Manager to progressively lead the administration of the City with a strong commitment to building a sustainable and thriving environment for those that work, visit and live in the City of Scottsdale.

The successful candidate will reflect the City's mission of "Simply better service for a world-class community". This is a great opportunity for a top-level professional with a strong desire to be an integral part of a multi-faceted community. Scottsdale is a perfect place to work and live!

THE IDEAL CANDIDATE

The City Manager must meet the following criteria:

- Have an excellent business reputation with at least 10 years of executive-level management experience, preferably in a government environment or a mix of government and private experience.
- Possess a Master's degree in Public Administration, Business Administration, or a related field from an accredited college or university. An equivalent combination of education and experience can substitute for the degree requirement.
- Experience managing multi-million dollar budgets, and supervising executives, professionals, and staff.
- Experience in a tourist-oriented community is a major plus.

- Thorough knowledge of public administration principles and practices including organizational performance management and a team-oriented approach to leadership.
- Thorough knowledge of basic laws, ordinances and regulations pertaining to municipal organizations, public policy, and intergovernmental relations. Knowledge of Federal, tribal, state, regional and local jurisdictional partnerships.
- Knowledge of office computer systems, products and other relevant technologies.
- Ability to listen effectively, facilitate and synthesize multiple points of view.
- Ability to supervise, train and mentor employees including organizing, prioritizing and scheduling work assignments. Ability to prepare managers to assume broader leadership roles. Ability to foster an organizational climate that attracts, retains and develops talent at all levels.
- Ability to meet with and communicate effectively, orally and in writing, with all levels of City staff, City officials, community leaders, and citizens.
- Ability to provide organizational leadership and strategic thinking. Able to develop and implement performance objectives and operating plans.
- Ability to synthesize complex and diverse information and generate creative solutions. Ability to solve problems and use reason even when dealing with complex, confidential and sensitive topics.
- Ability to build effective and collaborative working relationships with City officials, co-workers, subordinates and the public.

Additional attributes sought in the next City Manager include a common-sense individual who leads with unquestionable integrity, high moral standards and proven ethical conduct. The incumbent must be approachable, and capable of making sound business decisions. Also someone who is supportive of staff, able to delegate responsively and is a motivator.

The next City Manager should be a person with a strong work record who keeps the City Council informed and can successfully guide the organization. Someone who is politically savvy, and a person with the ability to develop and maintain trust. A person who can successfully communicate policy, and is a great negotiator. He/she should surround themselves with talent, hold staff accountable for results, meet community and City Council's expectations, and have the fortitude to be candid in discussions, recommendations, and presentations with people at all levels and interests.

ABOUT THE POSITION

The City Manager is the Chief Administrative Officer of the City appointed by the City Council. The City Manager shall be responsible to the City Council for the administration of all City affairs placed in his/her charge by or under the City Charter.

The City Manager shall have the following powers and duties:

- Administers and enforces the City Charter, City Ordinances and is responsible for the operations of the City.
- Works closely with the City Council and the executive team to define and accomplish established strategic goals and objectives, and executes successful business strategies.
- Develops internal support systems that encourage cross-functional cooperation. Assists in creation of a learning organization that encourages mentoring and professional development of staff.
- Plans, coordinates and directs the operation of City departments, divisions and programs; evaluates organizational issues and facilitates strategies to successfully problem solve.

The successful applicant need not be a resident of the City of Scottsdale when selected, but is required to reside within the City, after a reasonable period following appointment.

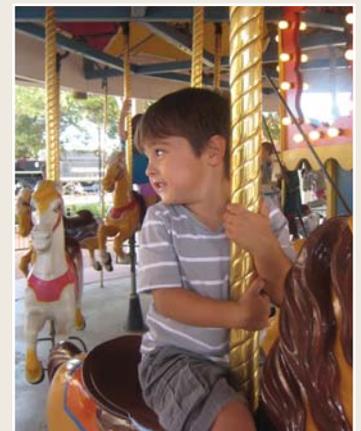
ABOUT THE CITY

Located in the beautiful Sonoran Desert, Scottsdale is nestled between Paradise Valley and the McDowell Mountains. Scottsdale is known for a high quality of life with attractive residential, working and shopping areas. It is an internationally recognized visitor destination and a thriving location for business. Scottsdale consistently ranks among the nation's best places to live, with top-rated schools, award winning parks, low crime and a vibrant economy.

Downtown Scottsdale is home to many restaurants, retail shops, art galleries, and hotels. Scottsdale McDowell Sonoran Preserve, in the city's northern reaches is the largest urban wilderness area in the United States. There are recreational opportunities for everyone with many golf courses, tennis courts, parks, pools, bike paths, and trails.

Scottsdale was founded by Army Chaplain Winfield Scott in 1888, but was not incorporated until 1951 when Scottsdale was a small community of 2,000 residents situated on about two square miles of land. Today, Scottsdale has more than 225,000 residents spread across 185 square miles.

Scottsdale is consistently rated as one of the top places to live in the nation, and has been ranked among the best-run cities in the nation. Scottsdale's strong tourism industry keeps taxes low and city service levels high. Scottsdale is one of only a handful of cities nationwide to enjoy a "AAA" bond rating from all major financial rating organizations.





Business

Scottsdale is one of the state's leading job centers with a diverse economy built on medical research, high-tech innovation, tourism and corporate headquarters. Scottsdale is home to nearly 18,000 businesses supplying over 150,000 jobs. The high-tech innovation center SkySong, located just a few miles from Downtown, is designed to help companies grow through a unique partnership with nearby Arizona State University.

Downtown is an emerging center for high-tech businesses. Farther north, the Scottsdale Cure Corridor is a partnership of premier health care providers and biomedical companies seeking to advance medicine and patient care through cutting-edge research.



Tourism

With great weather, fantastic scenery and a calendar full of special events, Scottsdale is among the most popular tourist destinations in Arizona. More than 9 million people visit Scottsdale annually. The city boasts many hotels and resorts, restaurants, and spas. That activity adds up to big business. The annual economic impact of Scottsdale visitors is estimated at more than \$4 billion. Annual tax revenue generated by visitors was estimated around \$38 million – representing about one in every five city tax dollars.

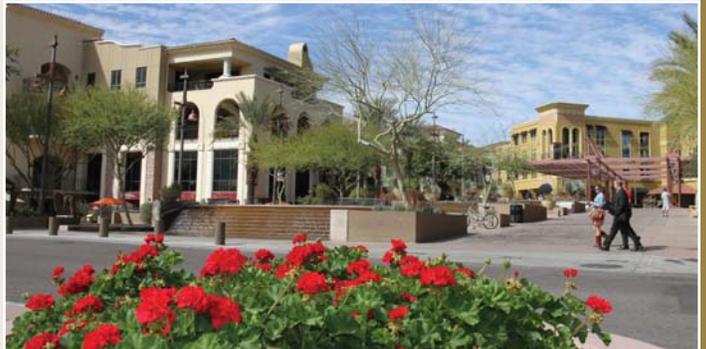
Special Events

Every January through March, Scottsdale captures the national spotlight with an eclectic mix of sport and cultural events that draw thousands of spectators and millions of television viewers. Scottsdale resorts annually host both Fiesta Bowl teams and the city's Downtown becomes the focal point for pep rallies and fan parties. The Barrett-Jackson Collector Car Auction headlines a week of local automotive attractions and becomes the star of more than 40 hours of live TV coverage. The Waste Management Phoenix Open unfolds at the Scottsdale Tournament Players Club, featuring more national TV coverage and the largest, loudest galleries in golf. The Scottsdale Arabian Horse Show – among the largest horse shows in the nation – and Scottsdale's festive Parada del Sol Parade and Rodeo follow later.



In March, Major League Baseball takes center stage. Downtown Scottsdale serves as the spring home of the San Francisco Giants and makes the city a headquarters for visiting fans and media from across the nation.

To learn more about Scottsdale, visit the City's website at **ScottsdaleAZ.gov**.



CITY GOVERNMENT

Scottsdale operates under a Council/Manager form of government with a directly-elected Mayor and six Councilmembers serving as the governing body. All are elected at-large on a non-partisan basis and serve staggered four-year terms. Elections are held in November of even-numbered years to coincide with national elections. The Mayor and three City Council seats are up for election in November, 2016. City Councilors are limited to three 4-year terms.

Scottsdale has six Charter Officers reporting to the City Councilmembers. They include the City Attorney, City Auditor, City Clerk, City Manager, City Treasurer and the Presiding Judge of the City Court. There are six divisions that report to the City Manager to include: Public Safety (Police and Fire Departments); Administrative Services (Communications, Human Resources, Information Technology and Purchasing Departments); Community and Economic Development (Airport, Economic Development, Planning & Development, Tourism & Events, Transportation and WestWorld); Community Services (Human Services, Libraries, Parks & Recreation and the Preserve); Public Works (Capital Projects, Facilities, Fleet, Solid Waste and Street Operations); and Water Resources (Planning & Engineering, Reclamation Services, Water Quality and Water Services).

The FY 15/16 budget is approximately \$1.2 billion (the Operating Budget is \$700 million and the Capital Improvement Plan is \$500 million). The majority of the General Fund revenues come from sales tax. The City is in a strong financial position.

There are currently over 2,600 part-time, temporary, and full-time employees with the City. The City also appreciates the contributions of over 6,000 volunteers on an annual basis.

Mayor and City Council Strategic Priorities:

- Continue working with residents, businesses and SkySong to revitalize the McDowell Road corridor.
- Provide strategic support of tourism and visitor events.
- Carry out a comprehensive economic development strategy.
- Develop a transportation strategy that anticipates future needs.
- Prepare and adopt fiscally sustainable operating and capital budgets.
- Reinvest in a high performance organization and work culture.





COMPENSATION

The starting annual salary for the Scottsdale City Manager position will be market competitive depending on the qualifications and experience of the selected candidate. An excellent fringe benefit plan will be provided as well. Reasonable relocation expense reimbursement will be negotiated. The selected candidate must become a resident of the City of Scottsdale within six months after the start of employment.

THE SELECTION PROCESS – HOW TO APPLY

This position will be open until close of business **September 6, 2016**.

Top finalists will be invited for a City tour, personal interviews with City Councilmembers, meetings with City staff, and a public/televised forum with the City Council. Prior to that, all resumes and application materials will be kept confidential.

To be considered for this excellent opportunity, qualified candidates must submit his/her resume by email, fax, or direct mail to:

James L. Mercer, President/CEO
The Mercer Group, Inc.
1000 Cordova Place, #726
Santa Fe, NM 87505

VOICE: 505-466-9500
FAX: 505-466-1274
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The Mercer Group, Inc.
Consultants To Management

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