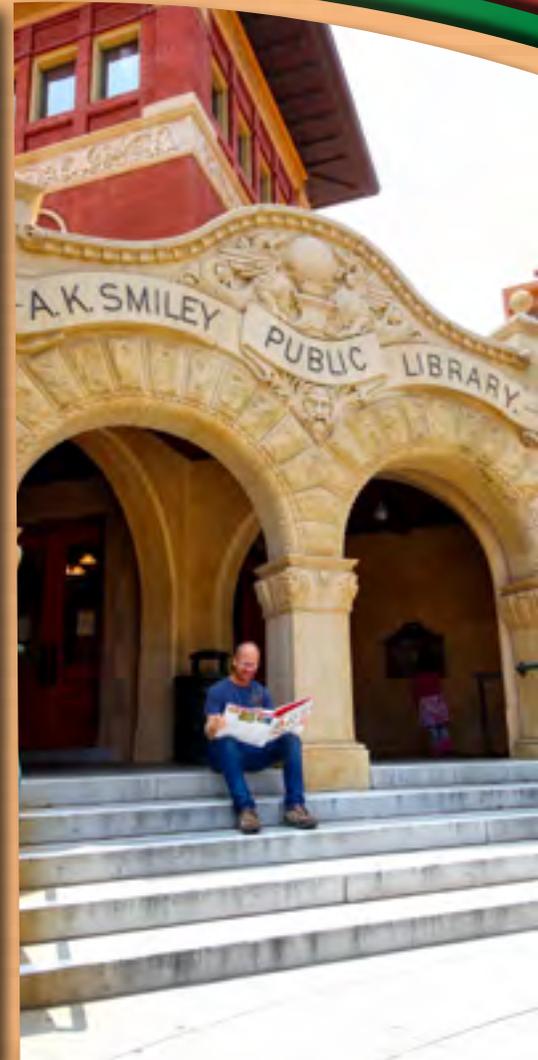




CITY OF REDLANDS

CITY MANAGER



Recruitment services provided by Ralph Andersen & Associates



An Incredible Opportunity!

Renowned for its outstanding quality of life, family-friendly small-town feel, and exceptional year-round community festivities, concerts, and events, the City of Redlands is seeking a dynamic and accomplished executive to serve as its next City Manager. The City Council's ultimate selection for the new City Manager will be based on the collective vision of identifying a highly-skilled executive with a can-do attitude, eager to contribute his/her creative and insightful leadership to help shape the future of this highly desirable community.

The Community

The City of Redlands is located 60 miles northeast of Los Angeles and 45 miles west of Palm Springs. The City encompasses 36.3 square miles and has a diverse population of approximately 71,000. Residents and visitors enjoy a unique ambience that is distinct to the City of Redlands which includes a treasured National Register of Historic edifices that depict the rich history and culture of this philanthropic community. It is home to the 96-year-old outdoor amphitheater (Redlands Bowl) that offers world class music and theatrical performances and is the largest free venue in America. It is also home to major companies and institutions such as ESRI, and Redlands Community Hospital. Redlands has a charming downtown filled with small shops, dining and pubs, and an abundance of family-friendly parks and trails that compliment beautiful tree-lined neighborhoods adorned with Spanish, Victorian, and Craftsman style homes. The City boasts a highly regarded school district and a world class private liberal arts university, the University of Redlands, all nestled among a backdrop of the breathtaking San Bernardino mountains.

Redlands is currently considering several exciting development projects that will further define the City, while retaining its quaint character and charm. There is a Transit Village Specific Plan under consideration

that will frame new high density, sustainable, transit-oriented development around three key rail stations to be constructed at the ESRI campus, downtown, and the University of Redlands campus. Also, under consideration is the transformation of the old Redlands Mall into a vibrant mixed-use development located on a 12-acre parcel in the heart of downtown. There is a Downtown Parking Structure and Depot Plaza being envisioned on City owned land adjacent to the downtown rail station. All are exciting possibilities that will further define this remarkable community. With such vision and endless possibilities, it is little wonder the City is considered as the "Jewel of the Inland Empire."

Governing Structure and Organizational Overview

Redlands is a general law city that operates under a council-manager form of government. The City Council voted to switch to Council Districts in 2018 and chose to phase in its implementation, and in 2020, all five members of the City Council will be elected by Districts. The Mayor and Mayor Pro Tempore are chosen by the Council. The City provides a wide range of municipal services through the following departments: Development Services, Management Services, Municipal Utilities and Engineering, Fire, Police, and Facilities and Community Services. Located within the Office of The City Manager are the Human Resources, Risk Management, Communications and Community Relations, and Emergency Operations departments. The Library Director, participating as a member of the City Manager's executive team, reports to the appointed Library Board. The City also operates with ten council appointed Boards and Commissions that assist with oversight. The City's 2019/20 fiscal year adopted budget is \$196.2 million with a General Fund Budget of \$70.2 million. The City also has 511 dedicated full-time employees (FTEs) who are committed to delivering high levels of service to the community on a daily basis.

The Ideal Candidate

The City Council is seeking a creative and innovative individual to utilize a team approach to problem-solving and be proactive in addressing issues of concern to the City Council and the community. Additionally, the City Manager will be an idea person, able to develop and promote strategic initiatives for the Council's discussion and consideration, while also incorporating best practices in local government.

The next City Manager will:

- Have a collaborative approach with the City Council, department directors, and staff fostering an open dialog;
- Truly enjoy working in the public sector. Elected officials and residents alike have high expectations of the City Manager including involvement in civic, business, community-wide social gatherings, and inter-governmental activities on a local and regional basis;
- Be an experienced decision-maker committed to organizational effectiveness, fiscal accountability, and continuous improvement of a municipal organization;
- Promote the use of technology and best practices in his/her approach to guiding and leading an organization;
- Be comfortable in an environment that constantly strives for high quality work product, strategic planning, financial acumen, exceptional customer service, and timely responses to public inquiries;
- Have unquestioned personal integrity, honesty, and impeccable ethics paired with excellent communication skills; and

- Possess strong interpersonal skills, including being an excellent listener and open to new and different ideas.

Additionally, the ideal candidate will possess the following personal characteristics and attributes:

- Have a genuine concern for preserving the quality of life presently offered to residents of Redlands with an appreciation for the natural beauty of the area and a high regard for the importance of environment and open space to residents;
- Possess a result driven approach to the successful management of an organization;
- Have appreciation for the array of expansive uses of technology in local government complemented by aggressively incorporating new technology to both enhance and improve service delivery, operations, financial reporting, and overall community access;
- Possess a confident style that will promote candid discussions and encourage diversity of thought by providing an environment that emphasizes the review of options and alternatives for the City Council's consideration;
- Ability to provide leadership to staff with the ability to set goals and objectives, be able to motivate others of varying levels, and contribute effectively to their timely achievement and successful performance; and
- Possess strategic thinking and problem-solving skills with the ability to anticipate the political ramifications of management decisions.





Opportunities and Challenges

The City is engaged in a review and planning process to upgrade its wastewater treatment facility. The next City Manager will be responsible for implementing and ensuring that the upgrades are completed in a timely manner and within budget.

Additionally, with one of the world's largest GIS/software companies located in Redlands, the desire to develop a much closer relationship and maximize on their expertise represents an excellent opportunity. The new City Manager will need to understand the value of such relationships and opportunities and act upon it.

Experience and Education

Education: A Bachelor's degree in public or business administration or other relevant discipline is required. A Master's degree is preferred.

Experience: A minimum of 10 years of experience in local government with at least five years of senior level executive management experience is strongly preferred. Prior or current City Manager or Assistant City Manager experience in successfully leading an organization of comparable size and/or greater complexity will be expected. A combination of public and verifiable private sector experience will be considered favorably. California experience is desirable, but not required.

Compensation

The Salary range for this position will be dependent upon qualifications. Candidates can be assured that the salary will be highly competitive for the region. Executive level benefits, including CalPERS Retirement (2%@55-Classic Members; 2%@62 for PEPRA Members), will be appropriately matched with the level of responsibilities and duties outlined.

An employment agreement will be negotiated with the selected candidate. Moving and relocation expenses may be part of the compensation package. Further details can be obtained through Ralph Andersen & Associates.

To Be Considered

Interested candidates are encouraged to apply immediately, with the recruitment closing on Monday, September 23, 2019. Electronic submittals are strongly preferred to apply@ralphandersen.com and should include a compelling cover letter, comprehensive resume, and six professional references. This is a confidential recruitment and will be handled accordingly throughout the various stages of the process. Top candidates will be invited for an on-site interview with the Mayor and City Council. Prior to making a decision, the top two candidates will be invited for a 2nd on-site interview with a Community Panel.

The City Council reserves the right to select any combination of experience, education, and career history that will uphold the ideals and values of this organization and continue to provide the highest level of service to the City Council and the organization. Confidential inquiries welcomed to Mr. P. Lamont Ewell, Ralph Andersen & Associates, at (916) 630-4900.

www.cityofredlands.org

The City of Redlands is an Equal Opportunity Employer