

CITY OF LARGO, FLORIDA



NOW SEEKING

# CHIEF PERFORMANCE OFFICER

OFFICE OF PERFORMANCE & BUDGET

Are you a strategic, data-driven public sector leader who can champion a high-performance culture, lead enterprise-wide budget and performance initiatives, and align resources with organizational priorities? See if Largo is right for you.

**ANNUAL SALARY:**  
\$150,000 - \$160,000 DOE/DOQ



Your Community of Choice in Tampa Bay!

We are looking for an exceptional, forward-thinking leader who is:

- Experienced with developing KPIs, dashboards, and data-informed practices to support decision-making at all levels
- Passionate about overseeing the team managing the operating and Capital Improvement Program (CIP) budgets, including long-range financial planning and forecasting.
- A skilled facilitator/collaborator who can lead both executive and Commission conversations that align data and dollars with strategy and community input.

EXECUTIVE RECRUITMENT PROVIDED BY



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# ABOUT OUR COMMUNITY



Largo, Florida, is a vibrant mid-sized city of approximately 83,000 residents located in the heart of Pinellas County which is known for its family-friendly neighborhoods, welcoming community, and forward-thinking local government. Largo offers the feel of a tight-knit town with the amenities of a metropolitan area. A hub for recreation, healthcare, and professional services, the city is also home to over 3,000 employers and an award-winning municipal organization.

Located just minutes from world-renowned Gulf Coast beaches—including Clearwater Beach and Caladesi Island—Largo offers endless opportunities for boating, fishing, and enjoying Florida's signature sunshine (with an average of 361 sunny days per year!) The city features more than 20 parks, a state-of-the-art performing arts center, and a growing downtown district anchored by the Horizon West Bay redevelopment project.

Largo's roots date back to its founding in 1905, originally serving as a citrus farming community. Today, it blends historic charm with modern living through revitalized public spaces, high-quality infrastructure, and a commitment to sustainability and innovation. Its High-Performance Organization (HPO) culture and strategic focus make Largo a standout among Florida cities.

## History



POPULATION  
83K



MEDIAN HOUSEHOLD  
INCOME  
\$60,465



AVERAGE HOME  
VALUE  
\$208,500



AVERAGE MONTHLY  
RENT  
\$1,482

## Tourism

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Learn more about our community by visiting [Largo.com](https://largo.com) and searching for current demographics.

# HOW WE WORK TOGETHER

Largo has a council-manager form of government that combines the strong political leadership of City Commission with the professional experience of a City Manager. Our elected body is made up of six citizen Commissioners and a Mayor who work together to set policy. The City Manager sets policy and directs day-to-day operations. The organization is made up of approximately 1015 employees that work in over 15 facilities.



Woody Brown  
**MAYOR**



John Curp  
**CITY MANAGER**

## HIGH-PERFORMANCE ORGANIZATION

*"In our High-Performance Organization, we've seen the transformative power of empowering every team member to contribute meaningfully. By fostering a culture where leadership is not confined to titles but is embraced at every level, we've cultivated a workforce that is resilient, innovative, and deeply committed to serving our community."*

- John Curp, City Manager

## DEPARTMENTS

- Administration
- Community Development
- Engineering Services
- Environmental Services
- Finance
- Human Resources
- Information Technology
- Largo Fire Rescue
- Largo Police Department
- Largo Public Library
- Public Works
- Recreation, Parks & Arts

## MISSION

To provide superior services that inspire community pride.

## VISION

To be the community of choice in Tampa Bay!

## VALUES

- Collaboration
- Integrity
- Passion
- Creativity

## LARGOALS

### Largo's Performance & Data Initiative

Drive Largo's commitment to data-informed government by building a citywide KPI system, public dashboards, and internal performance reviews. This initiative helps residents, city leadership, and staff connect strategic goals to measurable outcomes and real-world decisions.





# THE POSITION

The Chief Performance Officer oversees the strategic planning, budgeting, performance management, procurement, intergovernmental relations, and sustainability. The OPB plays a key role in aligning enterprise strategy with operations.

Reporting to the Assistant City Manager, the Chief Performance Officer will:

- Advance the LarGOALS performance and data program into an enterprise-wide performance system
- Lead the city's performance-based budgeting and strategic planning initiatives
- Oversee operating and capital budget development
- Supervise procurement, contract management, and grant strategy
- Foster innovation and accountability across all levels of the organization

[Full Job Description](#)

## EXPERIENCE & QUALIFICATIONS

Required:

- Bachelor's degree in Business Administration or Public Administration or a related field
- Ten years of progressively responsible experience in Public Administration
- Five years of recent supervisory/management experience in local government budgeting
- Valid Driver's License

Preferred:

- Master's degree in Public Administration, Business, or related field.
- Experience with performance management systems, strategic planning, and Priority-Based Budgeting (PBB)
- Professional development such as Leadership ICMA, Certified Public Manager, or similar
- Change management or process improvement certifications (e.g., Lean, Six Sigma)
- Experience with procurement systems, grant strategy, or "What Works Cities" certification

Office of

## PERFORMANCE AND BUDGET

- Performance & Budget
- Contracts & Procurement
- Intergovernmental Relations
- Sustainability and Resilience



**11 FT**  
Team  
Members



**1.57 Million**  
Department  
Budget

## WHAT SUCCESS LOOKS LIKE: 12-24 Months

- Launch of citywide KPI framework aligned to strategic goals
- Implementation of internal and public-facing dashboards
- Commission and Leadership Team quarterly scorecards
- Performance metrics embedded into budget and CIP decisions
- Strong partnership model with IT to manage data systems
- Attain "What Works Cities" certification

# THE IDEAL CANDIDATE

The ideal candidate brings relevant experience in performance management, strategic planning, and local government budgeting—preferably within a High-Performance Organization (HPO) environment. They are a forward-thinking leader with high emotional intelligence, who fosters innovation, teamwork, and promotes accountability.

This individual is an exceptional communicator, facilitator and collaborator, adept at building strong relationships across departments and with external partners. They have sharp data management and analytical skills and are highly proficient with technology, including enterprise platforms such as Qwestica, PowerBI and other emerging data tools.

The ideal individual should have a strong financial background/acumen and an understanding of government administrative services and operations and how they need to interact cohesively to provide exceptional local government services.

The successful candidate will have demonstrated experience in pursuing creative and entrepreneurial approaches and be willing to consider “outside the box” strategies to municipal programs and service delivery challenges. successful candidate thrives in complex environments, navigates change with confidence, and is driven to align resources with measurable outcomes. They are deeply committed to public service, dedicated to mentoring others, and ready to help elevate Largo’s performance culture to the next level

## SALARY AND BENEFITS

**Compensation: \$150,000–\$160,000 DOE/DOQ**

Health Benefits: Medical, dental, and vision coverage; Health Savings Account (HSA); Flexible Spending Accounts (FSA)

Paid Leave: PTO leave program; 11 paid holidays; 6 weeks paid maternity/paternity leave

Retirement: Defined Contribution 401(a) plan with 8% City match; optional 457(b) and Roth 457(b) plans

Additional Perks:

- Flexible work arrangements and hybrid scheduling
- Comprehensive wellness program and 24-hour fitness center access
- Tuition reimbursement
- Wellness reimbursements
- Service awards and team member recognition programs

## HOW TO APPLY

For more information, contact:

**Doug Thomas, Executive Vice President – Recruitment & Leadership Development**

DouglasThomas@GovernmentResource.com

C: 863.860.9314

[Apply Here](#)

The City of Largo is an Equal Opportunity Employer and values diversity in its workforce. Applicants selected as finalists for this position will be subject to a comprehensive background check.

