



DEPUTY VILLAGE MANAGER

Village of Estero, Florida

Annual Salary:
Competitive, DOE/DOQ



Are you a collaborative and strategic leader with proven experience in local government management? If so, apply to be Estero's next Deputy Village Manager!

The Village of Estero is seeking a results-driven professional to support the Village Manager in overseeing municipal operations, advancing strategic initiatives, and leading a "government-light" organization built on efficiency, transparency, and strong community engagement.

We're looking for an exceptional leader who is:

- Skilled in managing complex budgets and interdepartmental coordination
- Experienced in economic development and community engagement
- Adept at navigating political processes and strategic planning

Estero – "A Village with Vision" – read on to learn more about this opportunity!

ABOUT THE COMMUNITY

Estero, Florida, is a vibrant and growing community of more than 37,000 residents located in Southwest Florida between Fort Myers and Naples. Known for its scenic beauty, relaxed lifestyle, and active community spirit, Estero offers a unique blend of suburban tranquility and access to urban amenities. The Village encompasses approximately 30 square miles and includes about 26,000 households and 1,467 businesses.

The community features abundant nature trails and waterways for kayaking, birdwatching, and hiking. Shopping and entertainment destinations include Miromar Outlets, Coconut Point Outdoor Mall, and the Hertz Arena, which hosts major concerts and the Florida Everblades hockey team. Residents also enjoy a strong recreational culture with golf courses, tennis facilities, and fitness centers.

Estero's housing landscape includes more than 35 gated communities alongside diverse residential options. The community is served by Lee County Schools and is close to Florida Gulf Coast University, with convenient access to regional healthcare providers. Estero celebrated its 10th anniversary of incorporation in 2024 and continues to build a reputation for transparent government, sound financial management, and environmental stewardship.



POPULATION
37,000+



MEDIAN HOUSEHOLD INCOME
~\$100,000



MEDIAN HOME VALUE
~\$430,500

AVERAGE MONTHLY RENT
~\$1,900

GOVERNANCE & ORGANIZATION

The Village of Estero operates under a Council-Manager form of government. A seven-member Village Council is elected at-large to represent seven districts, serving staggered four-year terms. The Council elects a Mayor and Vice Mayor from among its members.

The Council appoints a Village Attorney and a Village Manager, who serves as Chief Executive Officer and oversees the Village Clerk, Finance Department, Community Development, Public Works, and Communications. Estero employs a lean staff and leverages vendor partnerships to deliver services cost-effectively.





THE JOB

The Deputy Village Manager represents a possible succession planning opportunity to the Village Manager position. The current Village Manager is planning to transition to a reduced day-to-day role in the oversight of Village operations over a 12-18 month period following appointment of the selected candidate, with the goal of working in an advisory/contractual capacity on many of the Village's significant economic development initiatives as he assists the Deputy Village Manager in the orientation to the organization and ongoing community projects and initiatives.

Reporting to the Village Manager, the Deputy Village Manager will:

- Direct Village staff and contracted services
- Manage strategic initiatives and departmental programs
- Oversee community engagement, including a continuous survey program
- Coordinate economic development and annexation efforts
- Support budget development and Council directives

[Full Job Description](#)



ORGANIZATIONAL QUICKFACTS



EMPLOYEES

12



VILLAGE BUDGET (FY 2026)

~\$108.7
MILLION

INCLUDING A
~\$45.5 MILLION
GENERAL FUND

KEY INITIATIVES

Managing Rapid Growth: Estero continues to develop rapidly and the potential for future annexations creates additional square mileage which is balanced with preserving the community's high quality of life.

Development/Redevelopment Opportunities:

- Eco-Historic District: Designed to stabilize properties and infrastructure and encourage redevelopment opportunities in one of the older sections of the Village.
- Village Center: A developing mixed-use sports and entertainment campus connecting Estero High School with Estero Community Park. The Village Center is being developed through a public-private partnership, with an indoor entertainment anchor operated by "High 5" which will feature indoor and outdoor pickleball courts, bowling, miniature golf, large arcade, and a full-service restaurant, bar, and patio dining. Beyond the entertainment venue, the project includes upgrades to athletic fields and facilities managed by the school district under a 99-year lease agreement.
- RiverPark: Phase I includes a parking lot, restroom facility, pedestrian bridge over the Estero River and nature paths. Future phases will include additional trails, sidewalks, and fencing.
- Woodfield: A 45.6 acre mixed-use development, with Phase I underway which includes supporting infrastructure, utilities, drainage, surface water management, roadway, landscape, and lighting improvements.
- Septic to Sewer Conversions: The long-term initiative involves transitioning properties from septic systems to centralized sewer services operated by Lee County, particularly in flood-prone areas to promote environmental stewardship and sustainable development.



THE IDEAL CANDIDATE

Estero seeks an experienced, creative strategist, decisive, and personable leader possessing a high degree of emotional intelligence and a commitment to servant leadership with a passion for both public and customer service to become their next Deputy Village Manager. The chosen candidate should have the ability to foster productive relationships with elected officials, Village staff, contracted service providers, surrounding governments, and community stakeholders to promote teamwork and a shared sense of purpose. This leader also brings strong expertise in financial management, intergovernmental relations, economic development, and strategic planning.

Other Desired Attributes:

- Experience and comfort in pursuing creative public-private partnerships and be willing to consider “outside the box” strategies to address community issues and service delivery challenges.
- Play a vital role in help guiding a fast-growing community operating under a “Government Light” model balancing forward-thinking growth management with fiscal conservancy ensuring a high quality of life for residents.
- Be an active participant in the Village’s affairs, encouraging community participation and fostering community engagement.
- Comprehend fiscal implications of land-use decisions, development patterns, and major infrastructure projects.
- An ability to see and manage the big picture and anticipate future outcomes under different scenarios.

EXPERIENCE & QUALIFICATIONS

Required:

- Master’s degree in Public Administration, Business Administration, or related field
- Minimum of 3–5 years senior-level local government management (e.g., Assistant Manager, Department Director)
- Strong budgetary, legal, and administrative knowledge
- Demonstrated ability to manage staff and contractors

Preferred:

- Experience with economic development, project management, Public-Private Partnerships, and “Government Light” municipal structure.
- Work in high-growth communities.
- Advanced credentials (e.g., ICMA-CM)



SALARY & BENEFITS

Compensation: Competitive salary, DOE/DOQ

Health Benefits: Comprehensive medical, dental, and vision coverage; Village pays 100% of employee-only medical premiums. Optional HSA available.

Paid Leave: Paid Time Off (PTO), designated holidays, bereavement leave, jury duty, and military leave per policy.

Retirement: 401(a) defined contribution plan with a 10.5% employer contribution; optional 457(b) deferred compensation plan with age-based and special catch-up provisions.

Additional Perks:

- Life and AD&D insurance
- Professional development and training support
- Collaborative, innovative organizational culture focused on transparency and efficiency

The Village is committed to competitive compensation and benefits that emphasize wellness, financial security, and work-life balance.

HOW TO APPLY

Apply Here



For more information on this position, contact:

Doug Thomas, Executive Vice President - Recruitment & Leadership Development

DouglasThomas@GovernmentResource.com | 863-860-9314

The Village of Estero is an Equal Opportunity Employer and does not discriminate on the basis of race, color, religion, gender, national origin, age, or disability. Applicants selected as finalists for this position will be subject to a comprehensive background check. Pursuant to the Florida Public Records Act, all applications are subject to public disclosure upon receipt of a public records request; however, public record requests regarding candidates are not expected for this position during the recruitment process.