



CITY MANAGER

Olathe, Kansas

Annual Salary:
Competitive DOE/DOQ



Are you a decisive, visionary, strategic leader who thrives in complexity and can inspire people and drive excellence across all facets of city government? If so, apply to be Olathe's next City Manager!

The City of Olathe is seeking an exceptional communicator and relationship-builder who can:

- Shepherd organizational culture and continuous improvement with a focus on innovative workforce strategies.
- Drive strategic planning.
- Provide hands-on financial stewardship for a \$1B+ organization.
- Lead economic development, downtown redevelopment and major initiatives.

This is a rare opportunity to lead one of the nation's most well-run and liveable cities.

Olathe: Setting the Standard for Excellence in Public Service – read on to learn more!

ABOUT THE COMMUNITY

Olathe, Kansas, the “capital” of Johnson County, is a vibrant, fast-growing community that blends suburban comfort with cosmopolitan amenities. Consistently ranked as one of the best places to live in Kansas and in the Country, Olathe is known for its excellent schools, thriving economy and innovative city services. Olathe continues to attract families, entrepreneurs, and businesses seeking opportunity in a welcoming environment.

Located just 20 miles southwest of downtown Kansas City, Olathe offers outstanding connectivity to regional transportation, professional sports, major employers, healthcare, and higher education. The community enjoys a revitalized downtown, accessible parks and trails, and unique destinations such as a soon to be completed ultra-accessible theme park and arena.

As the international home of Garmin, and with businesses such as Honeywell, John Deere, and Amazon, Olathe has a thriving business environment with tremendous opportunity for the future. It is also home to Kansas State University/Olathe and Mid-America Nazarene University, both offering high quality higher education and workforce development. At the same time, Olathe maintains its small-town feel while offering modern amenities, diverse housing options and a nationally recognized quality of life. Residents value its affordability, strong sense of community and the city’s forward-thinking strategic plan, Olathe 2040: Future Ready.



POPULATION
146,000+



MEDIAN HOUSEHOLD INCOME
\$113,624



MEDIAN HOME VALUE
\$437,600+
AVERAGE MONTHLY RENT
\$2095

Olathe 2040:
Future Ready



History



Elevate Olathe



GOVERNANCE & ORGANIZATION

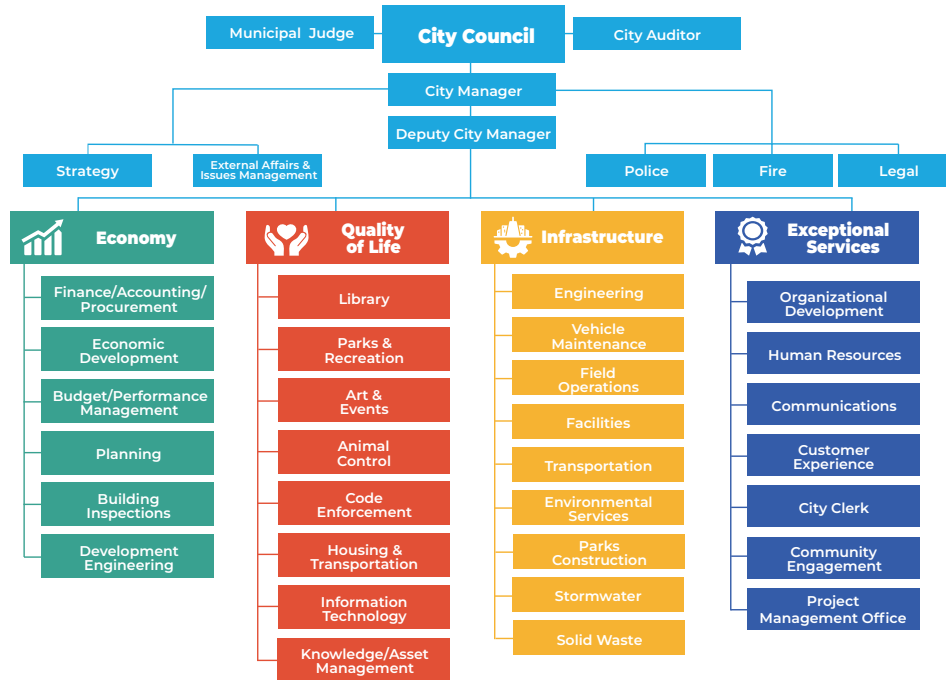
Olathe operates under a Council-Manager form of government. The City Council is made up of a directly-elected Mayor and six other Council Members all serving staggered four-year terms.

Olathe is a full service city including:

- Public Safety (Police, Fire, Emergency Services)
- Water, Sewer, Solid Waste Services; and other public works services
- Parks, Recreation, Libraries, and Cultural Services
- Economic Development and Community Planning

Olathe is recognized as one of the most effective, innovative city governments in America, with a high performance team and a culture of excellence embraced across all departments. Olathe has a national reputation as one of the most effective, innovative city governments in America, with a values-based, customer-focused, metric-driven culture embraced across all departments.





THE JOB

As the City's chief administrative officer, the City Manager provides visionary leadership and ensures the delivery of high-quality municipal services.

The next City Manager will:

- Sustain and build upon Olathe's strong organizational culture.
- Lead long-range financial planning and economic development.
- Champion community redevelopment.
- Guide major infrastructure and continuing downtown revitalization projects.
- Be willing to take smart risks and be a change agent when necessary.
- Continue to drive operational excellence across all lines of business.
- Serve as a visible, trusted leader, building strong relationships with residents and stakeholders.

CITY QUICK FACTS



EMPLOYEES

1500+



DEPARTMENT BUDGET

\$627M | \$741M

OPERATING

CIP

KEY PROJECTS FOR 2026

- I-35/SANTA FEE INTERCHANGE (\$290M PROJECT)
- FIRE STATION 9 CONSTRUCTION AND POLICE FIRING RANGE.
- DOWNTOWN REDEVELOPMENT PROJECT INCLUDING RELOCATION OF POST OFFICE
- DEVELOPMENT OF A NEW ANIMAL CARE FACILITY
- CONSTRUCTION OF A NEW PARKING GARAGE IN DOWNTOWN
- APPROVAL OF NEW COMPREHENSIVE PLAN: ELEVATE OLATHE 2040
- PRIVATELY DEVELOPED ULTRA-ACCESSIBLE THEME PARK AND ARENA PROJECT



THE IDEAL CANDIDATE

The ideal candidate will be a driven, forward-looking, innovative leader with a proven track record in local government management. They will demonstrate impeccable integrity, political astuteness while remaining apolitical, and place a high value on community engagement.

This leader should bring strong generalist skills across finance, planning, redevelopment, and public safety while surrounding themselves with talented subject-matter-experts. They must be a consensus-builder, coach, and strong communicator who can navigate adaptive challenges with diplomacy.

Olathe seeks an energetic, servant leader, someone relatable and accessible who values teamwork and collaboration. The successful candidate will be inspirational, foster innovation, and build lasting relationships, ensuring Olathe continues to thrive as one of America's most admired cities.

EXPERIENCE & QUALIFICATIONS

Required:

- Master's degree in Public Administration, Business Administration, or related field.
- 10+ years of progressively responsible local government experience, including executive leadership.
- Demonstrated knowledge of modern public administration and municipal management practices.
- Permanent residency in Olathe within 6 months of appointment.

Preferred:

- Prior experience as senior executive in a full-service city.
- Strong background in economic development, redevelopment, and public finance.
- Credentialing and/or professional certifications (e.g., ICMA-CM).

What our residents are saying...

The City outperformed national benchmarks by more than 20% in 39 key areas, including parks and recreation, public safety, and street maintenance. Located in the heart of Johnson County, Olathe is a thriving Kansas community known for its strong local services, excellent schools, and commitment to maintaining a high quality of life for residents.

81/100

CUSTOMER SERVICE

89/100

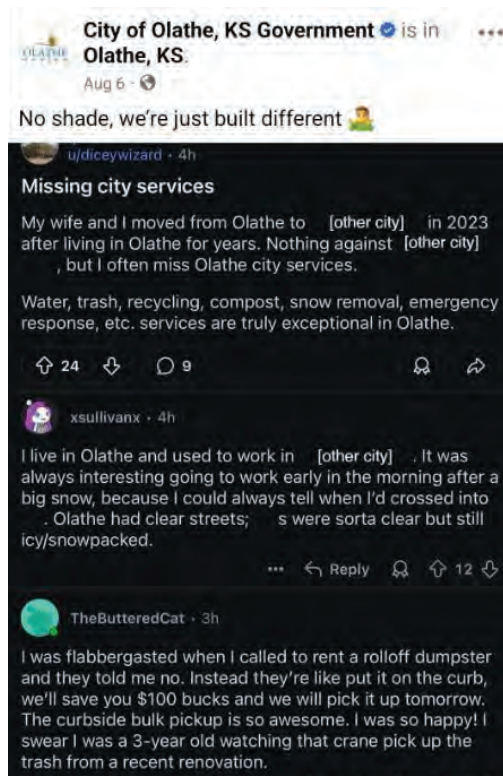
OVERALL QUALITY
OF SERVICE

232 54 points above the
national average

COMPOSITE SCORE

outperformed the
national average by
>20%

Source: [ETC Institute - Leading the Way Awards \(Olathe\)](#)



SALARY & BENEFITS

Compensation: Competitive depending on experience/depending on qualifications. City contributes annually to deferred compensation.

Allowances: Car and phone allowances.

Health Benefits: Comprehensive healthcare with on-site health center, including physical therapy, behavioral health, and medical care — 100% City paid.

Paid Leave: 30 days of vacation annually, plus generous sick leave and holidays.

Retirement: Kansas Public Employees Retirement System (KPERs), plus deferred compensation options.

Additional Benefits:

- Strong employee wellbeing initiatives, including onsite Wellbeing Center and physical therapy services.
- Tuition assistance and professional development opportunities (e.g., ProSci change management, leadership programs).
- Access to Employee Assistance Program and mental health partnerships.
- Work-life balance supported by innovative organizational culture and flexible programs.

The City of Olathe consistently earns high employee engagement scores, with over 93% of staff reporting high or moderate engagement and 84% proud to work for the City.

[List of Full Benefits](#)



HOW TO APPLY

[Apply Here](#)



For more information on this position, contact:

Mark McDaniel, Senior Vice President, Executive Recruitment

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The City of Olathe is an Equal Opportunity Employer and does not discriminate on the basis of race, religion, color, sex, disability, national origin, ancestry, marital status, familial status, military status, sexual orientation, or gender identity. Applicants selected as finalists for this position will be subject to a comprehensive background check.