



CITY MANAGER

City of Independence, Missouri

Annual Salary:
\$220,000–\$260,000 DOE/DOQ

Independence, Missouri

Are you a forward-thinking, relationship-driven public sector leader who excels at managing complex organizations and driving strategic, community-centered results? If so, consider becoming the next City Manager for the City of Independence, Missouri.

Independence is seeking an exceptional communicator and systems-minded administrator who is:

- Experienced in large-scale municipal operations
- Skilled in financial stewardship and organizational performance
- Effective at building trust with elected officials, employees, and the community

Independence is a city with deep history and significant momentum—read on to learn more about this opportunity!

ABOUT THE COMMUNITY

Independence, Missouri, is a historically rich, full-service city offering a unique blend of small-town character and metropolitan amenities. Known as the “Queen City of the Trails,” Independence is nationally recognized for its presidential heritage, cultural assets, and strong sense of community pride.

Located just east of Kansas City, the community offers convenient access to regional employment centers, entertainment districts, professional sports, Truman Library & Museum, Midwest trails, high-quality parks, and a diverse mix of neighborhoods. Independence continues to experience generational reinvestment in areas such as the Independence Square, Englewood Arts District, and the Little Blue Valley industrial corridor—with more than \$1 billion in long-term economic development underway.

Residents value Independence for its affordability, family-oriented amenities, and strong civic identity. The community is also preparing for a major regional influx of visitors as Kansas City hosts 2026 FIFA World Cup matches, with Independence positioned as the closest border city to Arrowhead Stadium.



GOVERNANCE & ORGANIZATION

Independence operates under a Council-Manager form of government. The Mayor is elected at-large to a four-year term, and the City Council consists of six members elected to four-year staggered terms from geographic districts.

The City provides a full range of municipal services, including:

- Police, Fire, and Emergency Preparedness
- Water, Sanitary Sewer, and Electric Utilities
- Parks, Recreation, Tourism, Community Development, Municipal Services, and Public Health



POPULATION
123,000



MEDIAN HOUSEHOLD INCOME
\$59,480



MEDIAN HOME VALUE
\$166,400
AVERAGE MONTHLY RENT
\$1,300

History



Tourism





ABOUT THE JOB

The City Manager's Office provides executive leadership, organizational direction, strategic planning, public communication, policy implementation, and oversight of all municipal operations. The office also coordinates regional partnerships, supports economic development priorities, and advances the City Council's long-range Action Plan.

Reporting to the Mayor and City Council, the next City Manager will:

- Lead a full-service city with more than 11 departments
- Implement the City Council's strategic priorities and Action Plan
- Oversee major economic development and redevelopment initiatives
- Support organizational performance, modernization, and culture building
- Strengthen financial sustainability and long-term capital planning
- Advance critical public safety staffing, facility planning, and policy work
- Manage intergovernmental relations and community engagement efforts

[Full Job Description](#)



DEPARTMENT STRUCTURE

Divisions within the City Manager's Office:

- Budget & Performance
- Communications & Public Information
- Legislative Services / City Clerk
- Special Projects & Strategic Initiatives



EMPLOYEES

~1,100

CITY WIDE



DEPARTMENT BUDGET

~\$3.5

MILLION (CMO)



TOTAL CITY BUDGET

~\$400+

MILLION

KEY PROJECTS FOR 2026

- Transition to the new consolidated City Hall facility by April 2026
- Coordination of the multi-phase Little Blue Valley industrial development (approx. \$1B)
- Police Headquarters facility planning and funding strategy
- Implementation of the Independence Fire Department Master Plan & Community Risk Assessment
- Continued redevelopment of Independence Square, Englewood Arts District, and Fairmount
- FIFA 2026-related public safety, tourism, and infrastructure readiness
- Utility governance review and long-term energy investment planning

THE IDEAL CANDIDATE

The ideal City Manager will be a seasoned municipal executive with experience managing a full-service city, large workforce, and complex political environment. They will be a collaborative, transparent partner to the Mayor and City Council while maintaining a high-performance, forward-looking organizational culture.

This leader will demonstrate strong communication skills, sound judgment, and the ability to navigate sensitive issues with diplomacy. They will excel in financial management, organizational improvement, and economic development strategy. Technically, they must be skilled in long-range planning, capital project oversight, and public infrastructure management. The next City Manager will thrive in an environment undergoing significant transition and will bring a proven track record of building trust, strengthening teams, and delivering measurable results.



EXPERIENCE & QUALIFICATIONS

Required:

- Bachelor's degree in Public Administration, Business Administration, Political Science, or related field
- Ten (10) years of progressively responsible executive leadership experience in local government
- Experience overseeing a full-service municipality with utilities or complex enterprise operations
- Demonstrated success in budgeting, strategic planning, intergovernmental relations, and staff leadership
- Residency with the City of Independence is required for the City Manager with a reasonable time frame, as agreed upon by the City Council following the start of employment, in accordance with the City Charter.

Preferred:

- Master's degree in Public Administration (MPA) or related field
- Experience managing a city of similar size or larger
- Experience with electric utilities, major capital programs, and redevelopment projects
- ICMA-CM credential

SALARY & BENEFITS

- **Compensation:** \$220,000–\$260,000 DOE/DOQ
The City of Independence offers a competitive and comprehensive executive benefits package.
- **Health Benefits:**
 - ♦ Medical, dental, and vision coverage through Cigna and MetLife
 - ♦ Access to Hy-Vee Clinics and University Health Community Care Fairmount
 - ♦ Wellness programs including Omada, Pathwell Bone & Joint, telehealth, and preventive care
- **Paid Leave:**
 - ♦ Vacation, sick leave, 13 holidays, personal business leave
 - ♦ Military, bereavement, jury duty, and emergency/inclement weather leave
- **Retirement:**
 - ♦ Missouri LAGERS defined benefit pension plan
 - ♦ Optional 457(b) deferred compensation plan through VOYA
- **Additional Perks:**
 - ♦ Long-term disability and group life insurance through Prudential
 - ♦ Flexible Spending Accounts (FSA) and Health Savings Accounts (HSA)
 - ♦ Employee Assistance Program (PAS)
 - ♦ Professional development support



HOW TO APPLY

Apply Here



For more information on this position, contact:

Billy Owens, Senior Vice President

billyowen@governmentresource.com | 972-989-3686

The City of Independence is an Equal Opportunity Employer and does not discriminate on any protected basis. Applicants selected as finalists will undergo a comprehensive background check.