



CITY MANAGER

CITY OF BOWIE, MARYLAND

Annual Salary:

\$190,000 – \$245,000 DOE/DOQ



Are you a high-performing municipal chief executive who has led organizational transformation, strengthened service delivery, and accelerated economic development in a growing community? **If so, you may be the Leader the City of Bowie is looking for.**

We are seeking a demonstrably exceptional and collaborative leader who is:

- Experienced in council-manager governance and effective boardmanship
- Proven in advancing economic development and “live-work-play” community initiatives
- Skilled in financial stewardship, organizational leadership, and community engagement

Bowie is entering a decisive chapter focused on modernizing city operations, improving responsiveness, and accelerating economic development to strengthen the non-residential tax base. The next City Manager will be expected to bring urgency, measurable execution, and a proven record of implementing change in complex organizations — read on to learn more.



ABOUT THE COMMUNITY

Bowie, Maryland is a vibrant forward-thinking community of approximately 58,000 residents, known for its strong neighborhoods, high quality of life, and engaged civic culture. Ideally located between Washington, DC, Annapolis, Baltimore, and with easy access to Northern Virginia, Bowie offers the convenience of a major metropolitan region while maintaining a welcoming, suburban character. With a diverse population, a growing business base, abundant parks and trails, and a commitment to thoughtful planning and reinvestment, Bowie presents exciting opportunities for the future.

Originally established in the late 1800's as a railroad community, Bowie steadily evolved through strategic residential development, strong municipal governance, and sustained investment in infrastructure and public services. It's proximity to Washington, DC, commitment to quality neighborhoods, and focus on safety, and economic stability have helped position Bowie as the largest, and one of the wealthiest municipalities in Prince George's County.

The City is home to popular attractions such as 24+ miles of hiking/biking trails, Bowie Center for the Performing Arts, Allen Pond Summer Outdoor Concerts, the Belair Mansion and Stable Museums, Chesapeake Baysox Baseball, Bowie Golf Course and an Indoor year-round Ice Rink. Major area employers include nearby Bowie State University, the City of Bowie, and regional healthcare providers.

Bowie is actively pursuing redevelopment strategies to diversify its largely residential tax base to support a vibrant live-work-play environment, including a town center revitalization and major mixed-use developments.



POPULATION
~58,000



MEDIAN HOUSEHOLD INCOME
\$141,831



MEDIAN HOME VALUE
~\$442,000

AVERAGE MONTHLY RENT:
~\$2,240

History



Tourism



GOVERNANCE & ORGANIZATION

The City of Bowie 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 — four elected by district and two at-large.

The City provides a full range of municipal services including police, public works, community services, planning and sustainability, information technology, finance, and limited water and sewer services. The City's FY 2026 Total Annual Budget is \$131.6M (General Fund \$91.7M). The City of Bowie is a premier municipal employer, supported by a dedicated workforce of approximately 480 full- and part-time employees across seven operating departments. The City maintains long-term collective bargaining agreements with the American Federation of State, County and Municipal Employees (AFSCME) for employees in the Public Works and Community Services Departments. Additionally, the Bowie Police Department is home to a local lodge of the Fraternal Order of Police (FOP).

THE JOB

The City Manager serves as the Chief Administrative Officer for the City of Bowie and is responsible for the overall supervision, coordination, and performance of all municipal departments and operations.

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

- Implement Council-established policies and strategic priorities
- Provide professional guidance and trusted advisory support to elected officials
- Oversee daily operations and ensure high-quality service delivery
- Lead long-term strategic planning, budgeting, and capital improvement efforts
- Advance economic development and redevelopment initiatives that enhance Bowie's live-work-play environment
- Coordinate collective bargaining negotiations with the American Federation of State, County and Municipal Employees (AFSCME), and the Fraternal Order of Police (FOP).

The City Manager fosters strong internal leadership, builds external partnerships, and serves as a visible presence within the community.

CURRENT & UPCOMING PROJECTS/INITIATIVES

Economic Development/Redevelopment Strategy

& Growth Management: Bowie is a traditional Suburban-Urban community that is largely residential in nature. There is a desire to pursue a revised economic development/redevelopment strategy to achieve a "Live-Work-Play" environment, with targeted investment expanded opportunities to drive the execution of redevelopment projects, attract high wage-high skill employers and upscale retail developments, streamline internal coordination to move projects from vision to delivery, and expand and diversify the non-residential tax base through public-private partnerships. The City is also experiencing growth to support such a strategy with the emerging Melford, Mill Branch Crossing, and South Lake mixed use developments currently underway.

Infrastructure Challenges: The City's water system was originally constructed in the 1960's and is currently experiencing tuberculation issues in the distribution system. Initial analysis has resulted in a \$15 million recapitalization plan over a 12-year period, which would address the most challenging portions of the system, financed with an increase in water rates coupled with American Rescue Plan Act (ARPA) and other outside funding sources. Replacement of the balance of the water distribution system is estimated at ~\$125 million.

Recruitment, Retention & Succession Planning: Like other local governments, Bowie is facing numerous upcoming retirements in various positions, especially with its Police Department. As such, the City Manager will need to tap into the institutional knowledge of long-term employees, promote succession planning initiatives, and support creative recruitment and retention strategies to ensure continued organizational capacity to deliver superior municipal services.

Revised Strategic Plan: Work is currently underway to revise the City's Strategic Plan to ensure alignment with current and proposed priorities, community needs, and operational goals. The new Strategic Plan is in its final stages, and the successor City Manager will play a key role in the development of objectives and key performance measurements to track the progress of established goals and outcomes.

Project Management: The City is investing in a variety of capital projects, including a new ice arena, utility and facility improvements/redevelopments, and possible land purchases for future community needs. As such, the next City Manager will provide strategic project management oversight to shepherd such projects.


DEPARTMENT STRUCTURE

DIRECT REPORTS INCLUDE:

- Human Resources
- Communications
- Business Operations
- City Clerk
- Economic Development
- Emergency Management
- Risk Management
- Police Department
- Information Technology
- Finance
- Community Services
- Planning & Sustainability
- Public Works



EMPLOYEES
~480



DEPT. BUDGET (FY 2026)
131.6 MILLION



IDEAL CANDIDATE

The ideal candidate will be an experienced, relationship-driven municipal leader with strong interpersonal skills, integrity, and a collaborative style. The next City Manager should be a visionary servant leader who is an excellent communicator, a consensus/coalition builder who understands the details of municipal operations and be a visible champion of customer service and community engagement.

Other ideal attributes include:

- A strong financial background/acumen, including long-term budgeting and capital planning skills, with an understanding of municipal services/operations.
- A skilled problem solver with excellent negotiation skills and a track record of creative and entrepreneurial “out of the box” solutions.
- Experienced in modernizing operations through technology, data, and process improvement, including internal systems and resident-facing service platforms.
- Ability to set clear performance metrics and a public-facing results orientation across departments to strengthen accountability and service delivery.
- A track record leading change, restructuring teams, and improving service delivery in environments with competing stakeholders.
- Demonstrated experience in leading organizational transformation, enhancing customer experience, and delivering measurable results through performance management and modern systems.
- A skilled delegator who is comfortable in managing the big picture and decision making by empowering employees to build high-performance and results-driven teams by providing clear objectives and desired outcomes.

EXPERIENCE & QUALIFICATIONS

REQUIRED:

- Master’s degree in Public Administration, Business Administration, or related field
- Seven (7) or more years of experience as a City Manager, Assistant City Manager, or Department Head in municipal government, or an equivalent combination of education and experience
- Demonstrated progression of management responsibility in local government
- Residency within the City of Bowie following appointment

PREFERRED:

- Experience leading significant economic development or redevelopment initiatives, including public-private partnerships and major project delivery
- Experience as a City Manager or Assistant City Manager in a comparable community
- ICMA Credentialed Manager (ICMA-CM) and/or other advanced certifications
- Experience overseeing or working directly with a municipal police department



SALARY & BENEFITS

Compensation: \$190,000 – \$245,000 DOE/DOQ

The City of Bowie offers a competitive executive compensation and benefits package, including medical, dental, vision, life, long-term care, and voluntary insurance options. The City participates in Social Security and offers a 401(k) retirement plan with employer matching.

The City Manager is provided with a personal-use vehicle, mobile phone, and laptop computer. Paid leave includes vacation, sick, personal, and holiday leave in accordance with City policy. Additional benefits include access to the City Hall fitness center, professional development support, and relocation assistance.

Final terms of compensation and benefits will be negotiated with the selected candidate.

HOW TO APPLY

Apply Here



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The City of Bowie is an Equal Opportunity Employer. Applicants selected as finalists will be subject to a comprehensive background check.