



# TOWN MANAGER

TOWN OF LISBON, MAINE

Annual Salary:

\$140,000 – \$170,000 DOE/DOQ



Are you an experienced, financially disciplined municipal leader who can stabilize operations, restore trust, and guide a growing community forward? **If so, apply to be the Town of Lisbon's next Town Manager.**

The Town is seeking an exceptional, hands-on leader who brings:

- Strong municipal finance and operational expertise
- Clear, transparent communication skills
- The ability to lead collaboratively while providing decisive guidance

Lisbon is at a pivotal moment and is looking for a seasoned professional ready to lead recovery efforts, strengthen systems, and support staff while working closely with the Town Council and community.



# ABOUT THE COMMUNITY

Lisbon, Maine is a growing community of approximately 10,000 residents located in Androscoggin County. Known for its strong sense of identity and close-knit character, Lisbon blends small-town charm with access to major employment centers, including Lewiston-Auburn, Portland, Augusta, and Bath/Brunswick.

Strategically located along Route 196 and near the Maine Turnpike and I-295, Lisbon is well-positioned for continued residential and commercial growth. The community offers abundant outdoor recreation opportunities, including the Androscoggin River, Beaver Park, walking trails, and the Worumbo Riverfront. Lisbon is also home to highly regarded community events such as the internationally recognized Moxie Festival and the Maine Blues Festival.

Historically a mill town comprised of three distinct villages—Lisbon, Lisbon Falls, and Lisbon Center—the Town has successfully transitioned toward a more diversified local economy while preserving its heritage and sense of place. Recent downtown revitalization efforts and infrastructure investments have strengthened Lisbon's appeal to residents and businesses alike.



POPULATION  
~10,000



MEDIAN HOME VALUE  
~\$250,000  
AVERAGE MONTHLY RENT  
~\$879



MEDIAN HOUSEHOLD INCOME  
~\$70,000



## GOVERNANCE & ORGANIZATION

Lisbon operates under a Council-Manager form of government. The Town Council is composed of seven elected members responsible for setting policy and approving the budget, while the Town Manager serves as the chief administrative officer overseeing day-to-day operations.

The Town provides a full range of municipal services, including public safety, public works, community development, parks and recreation, library services, and general administration.



## THE JOB

The Town Manager is responsible for the overall administration of Town operations, implementation of Council policies, and long-range organizational planning. Reporting directly to the Town Council, the Town Manager will:

- Provide strong financial leadership and restore confidence in fiscal systems
- Oversee departmental operations and support Department Heads
- Serve as the primary liaison between the Council, staff, and the community
- Lead organizational stabilization and recovery efforts
- Promote transparency, accountability, and effective communication

## DEPARTMENT STRUCTURE

**Divisions within the organization include:**

- Public Works
- Public Safety (Police & Fire)
- Community & Economic Development
- Parks & Recreation
- Library Services
- Finance & Administration



**EMPLOYEES**

**~100**

FULL TIME EMPLOYEES



**OPERATING BUDGET**

**~\$20+** MILLION

## KEY PROJECTS FOR 2026

- Financial stabilization and system reconciliation
- Recruitment and retention of key leadership positions
- Long-term capital and infrastructure planning
- Economic development and tax base diversification





## IDEAL CANDIDATE

The ideal candidate is a seasoned municipal executive with demonstrated experience leading organizations through periods of transition or recovery. They bring strong financial acumen, understand Maine municipal operations, and communicate clearly with both elected officials and the public.

This individual leads with integrity, listens actively, and balances empathy with accountability. They are comfortable addressing difficult issues, breaking down organizational silos, and providing “top cover” for staff while maintaining high performance standards. A steady, transparent leadership style and a commitment to long-term service to the community are essential.

## EXPERIENCE & QUALIFICATIONS

### REQUIRED:

- Bachelor’s degree in public administration, finance, or a related field
- Significant senior-level municipal management experience
- Demonstrated experience in municipal finance and budgeting

### PREFERRED:

- Master’s degree (MPA or equivalent)
- Prior Town/City Manager experience
- Experience leading organizational stabilization or recovery efforts
- Knowledge of Maine municipal government



## SALARY & BENEFITS

**Compensation:** \$140,000 – \$170,000 DOE/DOQ

**Health Insurance:** The Town pays 85% of medical premiums across all coverage levels.

**Dental, Vision & Income Protection:** 100% employee-paid and administered through the Maine Municipal Employees Health Trust (MMEHT).

**Retirement:** Participation in MainePERS (AC65 or AC60) and an optional 457(b) plan through MissionSquare (ICMA). The Town contributes 10.20% toward one retirement plan of the employee's choosing.

**Additional Perks:** Complimentary library access and fitness membership at the MTM Center.

Lisbon features a vibrant downtown and is an active Main Street America affiliate (10+ years), partnering with Discover Lisbon to support economic vitality and community engagement.

## HOW TO APPLY

Apply Here



For more information, contact:

**William Fraser, Senior Vice President**

Strategic Government Resources

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*The Town of Lisbon is an Equal Opportunity Employer. Finalists will be subject to a comprehensive background investigation.*