



CITY MANAGER

Annual Salary:
\$250,000 - \$294,000 DOE/DOQ

Annapolis, Maryland

Are you a collaborative, politically astute executive who can lead complex municipal operations while partnering closely with an elected Mayor? If so, apply to be the City of Annapolis's next City Manager.

The City is seeking an experienced public-sector leader who brings disciplined execution, strong organizational leadership, and exceptional communication skills to a highly visible environment. The successful candidate will be a trusted executive partner to the Mayor, a responsive and credible leader for City Council, and an accountable manager for a diverse municipal organization. Annapolis offers a rare opportunity to lead in a historic, coastal state capital with significant environmental, housing, and service-delivery priorities.

ABOUT THE COMMUNITY

The City of Annapolis, Maryland, is the state capital and a nationally recognized waterfront community with a rich history, vibrant tourism economy, and strong civic identity. Known for its Revolutionary War-era heritage, walkable historic downtown, and maritime culture, Annapolis blends tradition with modern municipal services and regional influence.

Located along the Chesapeake Bay, approximately 30 miles east of Washington, D.C. and 30 miles south of Baltimore, Annapolis benefits from proximity to major employment centers while maintaining a distinct small-city character. The City is home to the United States Naval Academy, which plays a significant role in the local economy, infrastructure planning, security coordination, and community life.

Annapolis attracts millions of visitors annually for government activity, festivals, boating, and cultural events. Its waterfront location also presents unique challenges and opportunities related to climate resilience, flood mitigation, transportation, and environmental stewardship.

Historically significant as one of the nation's earliest capitals, Annapolis today is a diverse, engaged community focused on sustainability, equity, housing affordability, and high-quality municipal services. City leadership must balance preservation, growth, and innovation while maintaining strong partnerships with state, federal, and regional stakeholders.



POPULATION
~40,000



MEDIAN HOUSEHOLD INCOME
~\$100,000



MEDIAN HOME VALUE
~\$510,000
AVERAGE MONTHLY RENT
~\$1,800

History



Tourism



GOVERNANCE & ORGANIZATION

Annapolis operates under a Mayor-Council form of government with a shared executive structure. The Mayor is elected citywide and serves as the City's chief elected official, while the City Manager functions as the chief administrative officer and organizational leader. The City Council consists of the Mayor and eight members elected from wards. Success in this structure requires a disciplined partnership between the Mayor and City Manager, clear role alignment, and consistent communication with Council.

The City provides a full range of municipal services, including public safety, public works, planning and zoning, transportation, recreation and parks.



ABOUT THE JOB

The City Manager's Office provides executive leadership, organizational alignment, and operational oversight for the City of Annapolis. The City Manager is responsible for implementing Mayor and Council policy, directing City operations, and ensuring high-quality service delivery across department.

Reporting to the Mayor, the City Manager will:

- Serve as the Mayor's principal executive partner and advisor
- Lead, align, and hold accountable the City's executive leadership team
- Ensure transparent, timely communication with City Council
- Oversee budget development, fiscal discipline, and labor relations
- Drive cross-department execution of priority initiatives

Mayor's Letter



DEPARTMENT STRUCTURE

Divisions within the City organization include:

- Human Resources
- Public Safety (Police, Fire, and Office of Emergency Management)
- Public Works
- Transportation
- Planning and Zoning
- Finance
- Recreation and Parks
- Central Services
- Integrated Technology Services

DEPARTMENT QUICKFACTS



EMPLOYEES

900+



CITY BUDGET

\$201.2

MILLION (ALL FUNDS)

KEY PROJECTS FOR 2026

- Environmental stewardship, climate resilience and flood-mitigation initiatives
- Housing affordability and accessibility strategies, public housing redevelopment and quality
- Urgent and thoughtful modernization of finance, human resources, and information technology systems
- Strengthening cross-department performance management and service responsiveness centered upon residents

THE IDEAL CANDIDATE

The ideal candidate is a seasoned municipal executive with demonstrated success operating in a politically complex environment. They bring a collaborative leadership style, disciplined execution habits, and the ability to establish trust with elected officials, staff, and the community.

This leader is highly responsive, communicates clearly and proactively, and holds departments accountable for service delivery and follow-through. They have experience managing large, diverse organizations; navigating labor relations; and balancing fiscal responsibility with community priorities. Experience with environmental resilience, housing initiatives, and equity-focused service delivery is strongly valued. The successful candidate will be a change-oriented leader who can modernize systems, reduce silos, and foster a cohesive, high-performing executive team culture.



EXPERIENCE & QUALIFICATIONS

Required:

- Master's degree in public administration, business administration, or a closely related field
- Three years as a City Manager or Assistant/Deputy City Manager or equivalent local government and executive experience
- Demonstrated experience working effectively with elected officials in a complex governance structure

Preferred:

- ICMA membership and credentialed manager attainment
- Experience in coastal, historic, or tourism-driven communities
- Proven labor relations and collective bargaining experience
- Track record of organizational modernization and performance management

SALARY & BENEFITS

Compensation: \$250,000-294,000, DOE/DOQ

The City of Annapolis offers a comprehensive executive benefits package designed to support employee well-being and long-term financial security. Benefits include twelve (12) paid holidays; medical, dental, and vision insurance; vacation and sick leave based on years of service; participation in 457(b) and 401(a) retirement plans; and access to a City-provided vehicle.

The City Manager may be employed under an executive employment agreement with terms negotiated and approved by the Mayor and City Council. This agreement may supplement standard City benefits and address compensation structure, severance, and performance expectations.

Annapolis values flexibility, professional development, and a healthy work-life balance while recognizing the demands of executive municipal leadership.



HOW TO APPLY

Apply Here



For more information on this position, contact:

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The City of Annapolis 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 will be subject to a comprehensive background investigation.