



CITY MANAGER

Annual Salary:
\$248,000 - \$289,000, DOQ

Golden, Colorado



City of
Golden

Are you a visionary, seasoned public sector leader who thrives on building trust with an engaged community? Are you ready to guide a high-performing, nationally accredited organization in one of Colorado's most distinctive cities? If so, the City of Golden invites you to apply to become its next City Manager.

Appointed by and reporting to the seven-member City Council, the City Manager serves as Golden's chief administrative officer, leading a full-service organization, carrying out Council's Strategic Action Plan, and ensuring excellent service delivery to residents, businesses, and visitors.

We're seeking a collaborative, transparent, and forward-thinking leader who is:

- Approachable, open to divergent perspectives, and committed to communicating with transparency and integrity
- Skilled at developing and empowering staff while valuing accountability
- Ready to honor Golden's past while strategically focusing the City on its future

Read on to learn more about this exceptional opportunity to lead the City of Golden!

ABOUT THE COMMUNITY

Golden is a vibrant, authentic, and historic community founded in 1859 and located between Denver and the foothills of the Rocky Mountains. Home to more than 20,000 residents within city limits, Golden offers a high quality of life, world-class outdoor recreation, varied arts and culture opportunities, and a thriving downtown.

Golden is an employment hub, with individuals commuting daily from metro Denver and Boulder on a robust network of highways, transit, and regional bikeways. The city is the county seat of Jefferson County and home to the Colorado School of Mines. Other major employers include Coors Brewery, CoorsTek, and the National Laboratory of the Rockies (formerly the National Renewable Energy Laboratory).

Golden welcomes visitors year-round, both as a destination and as a central base for a Colorado getaway. Outdoor enthusiasts kayak and fish in Clear Creek; hike, mountain bike, and rock climb in Jefferson County Open Space parks; cycle and paraglide on Lookout Mountain; and golf at the City's award-winning Fossil Trace Golf Club.

For less active pursuits, downtown Golden is a regional draw for shopping, dining, and entertainment, as well as a gathering place for beloved community events, including weekly farmers markets, fine arts festivals, holiday parades and celebrations, and car shows.



POPULATION
23,617



MEDIAN HOUSEHOLD INCOME
\$68,178



MEDIAN HOME VALUE
\$234,100
AVERAGE MONTHLY RENT
\$1,142

HISTORY



TOURISM



ABOUT THE CITY OF GOLDEN

The City of Golden delivers a full range of services and is recognized for the quality of its employees, operations, and services. The Parks and Recreation, Public Works, and Police Departments are all nationally accredited, and Golden was the seventh agency in the nation to achieve accreditation in all three departments.

Golden has a strong framework for decision-making and future success. The community outlined its guiding principles and vision in Golden Vision 2030, and the City's planning foundation is found in the Comprehensive Plan and numerous master and neighborhood plans. To achieve the community's vision, City Council reviews and updates its Strategic Action Plan, identifying priorities, goals, and projects across five success factors:

- **Active, Connected, and Sustainable:** Golden thoughtfully plans comprehensive, connected infrastructure, services, and amenities, and preserves a beautiful community in harmony with the natural environment.
- **Affordable and Thriving:** Golden strives to reduce barriers to affordable living and nurture local business.
- **Safe, Inclusive, and Engaged:** Golden is a safe community that works to engage and include all people and provide them with an equal opportunity to thrive.
- **Respected and Relational Governance:** Golden builds trusted relationships through transparency, engagement, and collaboration, locally and regionally.
- **Quality Services:** Golden balances fiscal responsibility with creativity and innovation to fund and deliver quality public services today and in the future.



GOVERNANCE & ORGANIZATION

Golden is a home-rule municipality with a council-manager form of government. The seven-member City Council holds policy-making and legislative authority. Residents elect a Mayor at large, two district Councilmembers, and four ward Councilmembers on a nonpartisan basis to four-year staggered terms, with elections every two years.

City Council sets policy, passes ordinances and resolutions, adopts the budget, appoints committees, and hires the City Manager, City Attorney, Municipal Judge, and Hearing Officer.

The City provides the following services:

- Public safety (police and fire)
- Streets, water, wastewater, and drainage
- Public improvements
- Parks and recreation
- Planning and development
- General administrative services

The City Manager works closely with City Council, department leadership, Jefferson County, the Colorado School of Mines, neighboring jurisdictions, regional agencies, and an engaged, well-informed community.

ABOUT THE JOB

The City Manager reports to the City Council and serves as the chief administrative officer, responsible for planning, managing operations, and leading a team of highly skilled employees to achieve Council-approved objectives and deliver excellent service to the community.

The City Manager serves as liaison between Golden and other cities and outside agencies and, when necessary, negotiates and resolves significant issues with the guidance of City Council. The City Manager participates on a variety of boards and professional groups, is a student of best practices in municipal administration, and maintains the highest ethical personal and professional standards.

The successful candidate will provide executive leadership for:

- Developing and overseeing the City's biennial budget
- Executing the goals and deliverables in Council's Strategic Action Plan
- Monitoring and evaluating the City's organizational structure and employee satisfaction
- Identifying challenges and opportunities for the continuous improvement of City services
- Ensuring timely resolution of inquiries and concerns regarding City services

DEPARTMENT STRUCTURE

The City Manager oversees a full-service organization of dedicated professionals.

ORGANIZATIONAL QUICK FACTS

- **2026 budget:** \$150 million across all funds, \$112 million of it operating.
- **Full-time employees:** 301.
- **Departments:** Police, Fire, Public Works, Parks and Recreation, Planning and Development, Economic Development, Finance, Human Resources, City Clerk, Municipal Court, Communications, Sustainability and Information Systems.

KEY INITIATIVES

Golden's next City Manager will help guide a range of community-shaping projects, including:

Heart of Golden

The City continues its Heart of Golden corridor work, including plans for the current City Hall site, Lions Park and playground, and the East Amenity Zone, creating a more connected and vibrant civic core.

Wildfire Resilience

Golden is developing a wildfire management and resiliency strategy, including an update to its Community Wildfire Protection Plan, emergency egress route planning, and a forest canopy study.

Comprehensive Plan Update

The City is launching a multi-year update of its Comprehensive Plan, the first since 2017, giving the next City Manager an opportunity to help shape Golden's long-range vision alongside residents and Council.

Housing and Homelessness

Golden is identifying revenue streams for its housing trust fund and continuing to address homelessness in partnership with regional agencies, advancing Council's goal of reducing barriers to affordable living.

Highway 93 and Infrastructure

The City is considering new conceptual designs for the Highway 93 corridor, the first such effort since 2013, alongside infrastructure improvements such as upgrades to the Tony Grampas Memorial Sport Complex.



THE IDEAL CANDIDATE

Golden is seeking a visionary, open-minded, and seasoned leader with a proven track record of managing a multifaceted, high-performing organization. This leader is approachable, open to listening to divergent perspectives, and willing to explore innovative ideas and partnerships for the good of the community.

The next City Manager will possess the communication skills, emotional intelligence, and political aptitude to anticipate and address the concerns of City Council, staff, and the community. They communicate with transparency and integrity, are committed to service delivery excellence, and inspire cooperation, effectiveness, and efficiency. They develop and support staff expertise, empowering individuals while valuing accountability, and demonstrate a dedication to diversity, equity, and inclusion.

Straightforward and confident working with a well-informed and engaged community, the ideal candidate honors the past while strategically focusing the City on the future. They are open to innovative technologies and ideas, rely on fact-based and data-driven decision-making, adapt readily to changing priorities and circumstances, and are visible, available, and engaged in the community.



EXPERIENCE & QUALIFICATIONS

Required:

- Bachelor's degree in business administration, public administration, political science, or a related field
- Ten (10) years of closely related professional experience

Preferred:

- Master's degree in public administration
- Five (5) years of leadership experience in an organization of comparable size or with a comparable service delivery model

SALARY & BENEFITS

The City of Golden offers a base salary in the hiring range of \$248,000 - \$289,000, depending on experience and qualifications, along with a comprehensive benefits package.

Compensation

- Monthly vehicle allowance
- Monthly mobile phone allowance

Health & Wellness

- Medical (Cigna Open Access Plus PPO and LocalPlus)
- Dental (Delta Dental EPO or PPO)
- Vision (EyeMed)
- Term life insurance (2x annual base salary) and supplemental life insurance
- Short-term and long-term disability
- Flexible spending account (medical) and dependent care account
- Employee Assistance Program and wellness programs

Retirement

- 401(a) defined contribution plan
- City contribution to a 457(b) deferred compensation account

Paid Leave

- 128 hours of personal time off per year
- 96 hours of annual sick leave
- 11 paid holidays

Professional Development

- Academic Tuition Assistance Program

Per City Charter, residency within city limits is required. The City will work with the selected candidate on the timing of residency, understands the challenges of the current housing market, and will consider relocation assistance, temporary housing assistance, and a housing subsidy as part of offer negotiations.



HOW TO APPLY

APPLY HERE



For more information on this position, contact:

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The City of Golden is an Equal Opportunity Employer.