



City of Tucker

CITY MANAGER RECRUITMENT

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The City of Tucker is looking for a strong and charismatic leader to usher a vibrant, diverse and inclusive community of elected officials, staff members and residents through the upcoming years of growth.

If you are an experienced manager in municipal government with a successful track record of leadership and project management, we invite you to reach out and learn more about Tucker and mutually explore if we are a good fit. The City is primed for growth, complex capital projects and increased service performance... we just need you.

OUR CITY



City of Tucker

WE ARE A YOUNG CITY WITH A LONG HISTORY

Founded in 1892 and incorporated in 2016, Tucker is a vibrant and growing community located just northeast of Atlanta, nestled between three major highways, providing a convenient location to live, work and play.

Tucker represents the best of what metro Atlanta has to offer. Main Street is a vibrant hub of activity with shops, restaurants and green spaces bookended by the high school and middle school. The parks system comprises over 280 acres and includes playing fields, aquatics and connections to the trail plan that is under construction. Community-organized street festivals like Tucker Day and the Tucker Cruise-in, along with monthly City-led events like Adult Field Day, the annual Sip & Stroll, and award-winning Tucker Restaurant Week ensure fun weekends and activities throughout the year.

The schools operate under the jurisdiction of the DeKalb County School District with five elementary schools and one middle school feeding into Tucker High School. Each school offers curricula with concentration in either STEM or International Baccalaureate programs as well as robust athletics and arts departments. Additionally, there are several club sports leagues like TYSA and Tucker Football League.

Tucker has a strong sense of community spirit and civic pride. Volunteer groups and organizations work in collaboration with the City to provide community events and support engagement efforts for the 38,000+ residents that have chosen Tucker as their home.

Tucker is a place where everyone is welcome. A place where you can feel at home.



est. 1892 ~ inc. 2016

OUR ORGANIZATION



City of Tucker

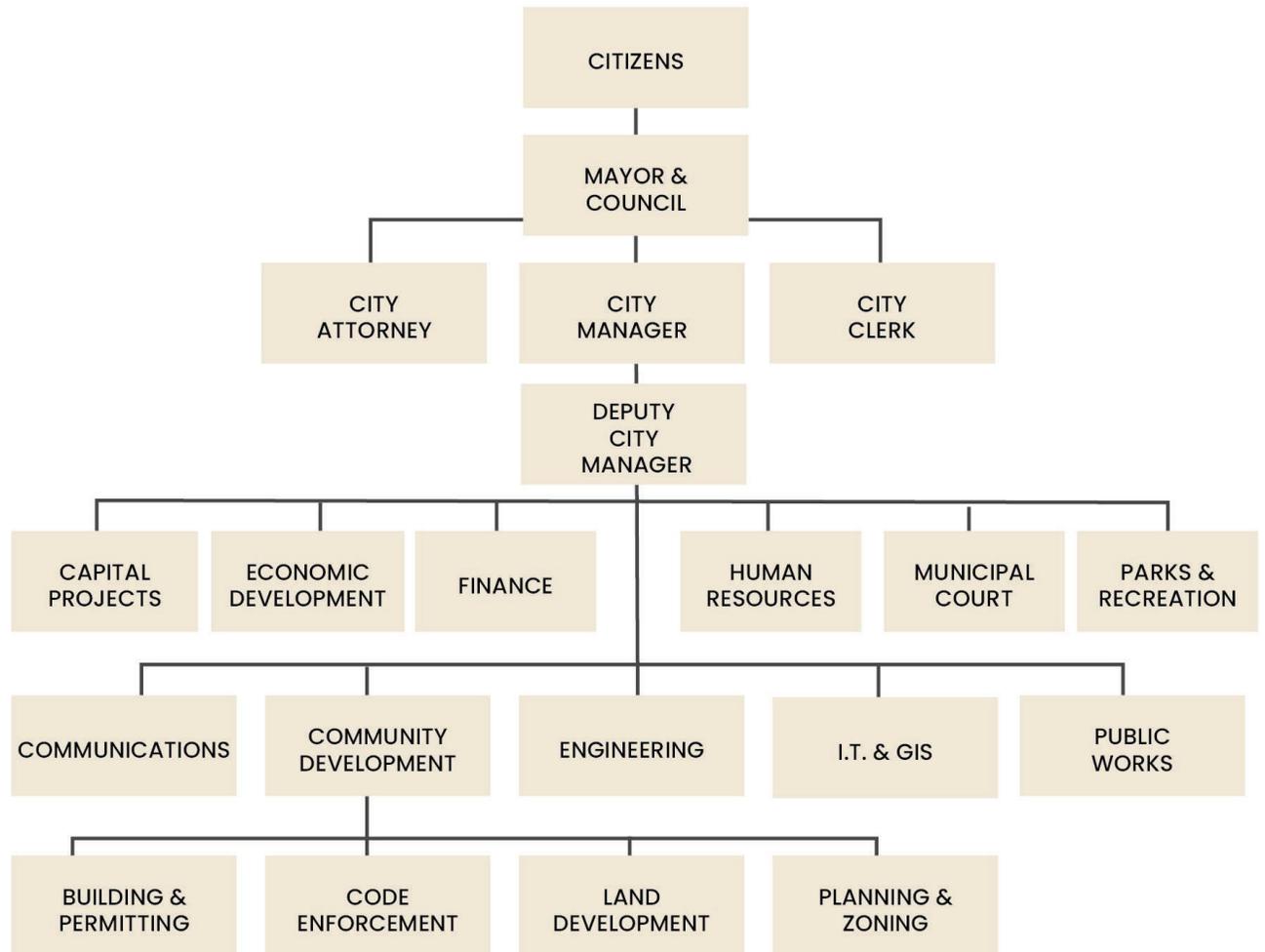


TUCKER

welcome home

Our organization, lovingly referred to as Team Tucker, is a combination of full and part-time City employees as well as full-time contractors in a public/private partnership.

The City Manager leads this talented group of professionals at the direction of the Mayor and Council to conduct the City's day-to-day business, capital projects and implement the approved policies of the elected officials



IDEAL CANDIDATE



City of Tucker

The City of Tucker seeks an experienced and ethical City Manager who has strong proven leadership skills and can quickly gain the confidence of the community and staff.

The City Manager must possess the ability to build community trust through the development of partnerships with various stakeholders and other government entities.

The ideal candidate will demonstrate the ability to embrace change and focus on continuous improvement while working collaboratively with the Mayor and Council as they respond to challenges of growth, development, and increased citizen demands for service and transparency of operations.

The successful candidate will be expected to articulate a vision of excellence, ensure quality in delivery of services and demonstrate creative problem-solving skills.

The ideal candidate will be an excellent communicator who supports the vision of the Mayor and Council while providing them with bold, objective, well-developed recommendations for action.



CANDIDATE QUALIFICATIONS



City of Tucker

- Bachelor's Degree required in public administration, public finance, business administration or related degree from an accredited university. A master's degree is highly preferred.
- A minimum of six years of executive level management experience in local governments of similar size and complexity to Tucker is expected. Previous experience as a City/County Manager/Administrator or a Deputy is desirable.
- Evidence of continued professional development, such as ICMA Credentialed Manager designation, is a positive indicator of dedication to the profession and will be noted during the candidate vetting process.

OTHER DESIRABLE SKILLS, KNOWLEDGE AND ATTRIBUTES OF THE SUCCESSFUL CANDIDATE INCLUDE:

- Recognizes the value of and provides leadership to a professional departmental leadership team; empowers staff and holds them accountable without micromanaging their work.
- Ability to assist Mayor and Council in articulating a vision and developing consensus around issues; problem solver with a high level of business acumen.
- Ability to clearly communicate policy/project alternatives in an objective and unbiased manner.
- Ability to make difficult decisions and recommendations, and willingness to assertively defend those decisions and recommendations in a non-confrontational manner.
- Exhibit high standards of professional and personal integrity, transparency and objectivity.



CHALLENGES AND OPPORTUNITIES

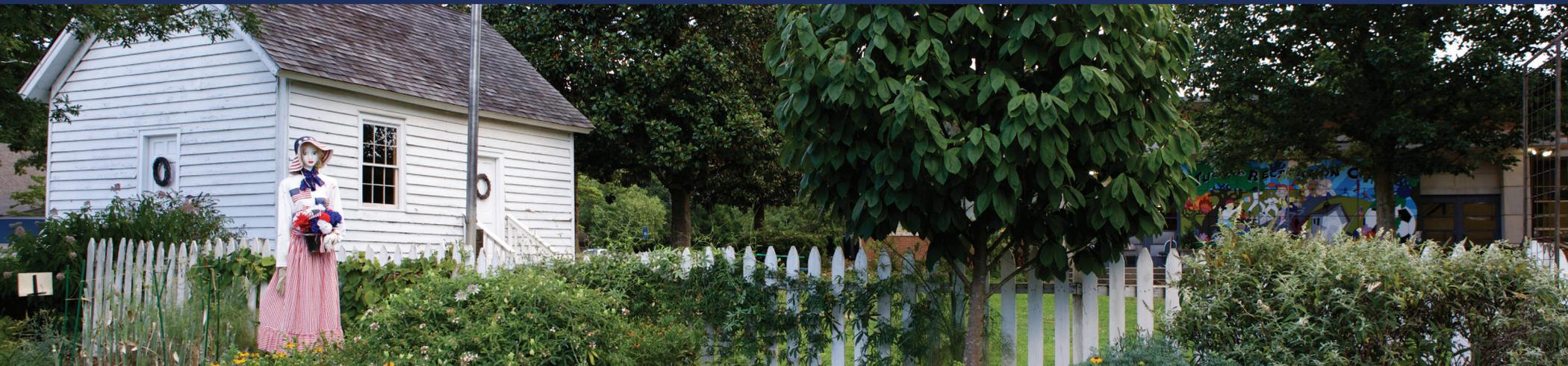


- The new City Manager will be expected to develop a collaborative working relationship with Mayor and Council that is defined by transparency, continuous sharing of information concerning city operations, and maintain regular interactions with elected officials to gain timely and clear understanding of evolving issues related to constituent needs as well as Mayor and Council directives.
- The working relationship described above is particularly important as this relatively new city begins its next phase of governance having had only one City Manager. Several council members will soon rotate off the Council due to term limits; the Mayor is also serving his last term due to term limits. The City Manager will need to have a clear understanding of his/her role and the roles of the Mayor and Council as described by the charter. He/she will need to be a strong voice for articulating to the public, and at times reminding the elected officials, of the Manager's role in managing the daily operations of the City and the important policy making role held exclusively by the Mayor and Council.
- The new Manager must clearly define a work plan that is supportive of the Mayor and Council's vision for the community, with a foundation in the planning completed by the city with significant public input. His/her work plan must promote professionalism and quality customer service by staff, develop a culture of unbiased service delivery to citizens, value organizational transparency, inclusiveness, and long-range planning based upon sound, well-researched best practices.
- Quality growth and development of the downtown area and certain commercial corridors are immediate and long-term concerns for the Mayor and Council. The community has been supportive of several planning efforts focused on promoting mixed use of the downtown area to include small business development, enhanced restaurant/entertainment venues, housing and improved transportation that promotes greater pedestrian use. Commercial corridors have recently been the focus of a special zoning district overlay to address poor planning and zoning prior to Tucker's incorporation, in a renewed effort to promote a greater variety of commercial and housing uses. The Manager will need to work with the Mayor and Council, two CIDs and Downtown Development Authority to assess and recommend the expanded use of the full range of development tools at the City's disposal.

CHALLENGES AND OPPORTUNITIES



City of
Tucker



- The Manager must develop a working relationship with the City's employees and contractors that builds trust, recognizes the expertise of current staff, demands accountability for job performance and avoids micromanaging the organization. The Manager will be proactive in recruiting and developing a workforce that is reflective of the Tucker community. Succession planning should be an important element of his/her workplan to ensure continuity of operations as key employees reach retirement age.
- Several long-range capital projects have been in various stages of planning and implementation in recent years. Among those are a new City Hall, new recreation facility, performing arts center, enhanced greenspace and parks, including continued development of existing parks and construction of pocket parks. While several projects have some construction funding identified and in place, many remain without completed funding plans. The Manager will be expected to work with the Mayor and Council to prioritize these projects and identify appropriate funding sources for construction and ongoing maintenance costs after construction.
- Previous Special Purpose Local Option Sales Tax (SPLOST) programs have provided funding primarily for transportation improvements related to capital road projects and multimodal transportation improvements such as sidewalk and trail construction. The SPLOST II program to be considered by the voters in November continues to focus on these type projects, along with stormwater and road maintenance responsibilities. The Manager will be expected to be actively engaged in these projects and ensure timely completion within the approved budgets.
- Tucker began life as a city providing a limited number of services via a public/private partnership model. Many traditional city services have been delivered with the assistance of consultants and contracts including Dekalb County. Over time, the service delivery strategy has evolved, and will continue to evolve as to the mix of services delivered directly via city employees, via contractors under city supervision, or directly by county personnel. There is always the possibility of expanding the provided services and moving from contracts to in-house delivery. The new Manager will need to carefully evaluate these issues and make well-reasoned recommendations in the event the Mayor and Council wish to take action to implement service delivery changes.

COMPENSATION & BENEFITS



City of Tucker

The expected starting salary range for this position is \$170,000 - \$200,000 (depending on qualifications of the selected candidate), with a comprehensive benefits package, including health, dental, vision and life insurance. The City offers paid time off, sick days and federal holidays. The City funds a 401(a) retirement plan for all full-time employees as well as a match for employee funded 457(b) plans. Relocation expenses are negotiable.



HOW TO APPLY

Interested candidates must submit by email a cover letter, resume, at least five professional references (with email and phone numbers), as well as salary history no later than close of business on **October 16, 2023** to Lisa Ward, Senior Associate at lisaward912@gmail.com.

Please contact Lisa Ward with any questions at 706-983-9326.



MERCER GROUP ASSOCIATES

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