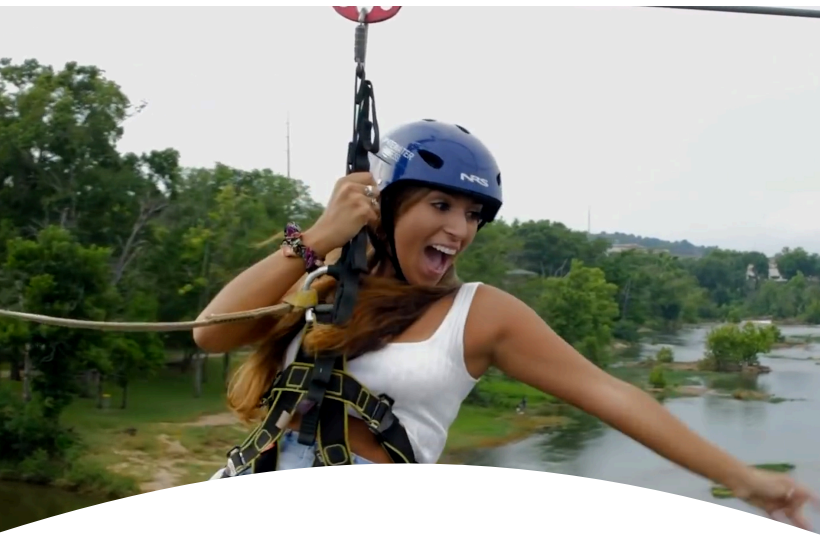


CITY OF

COLUMBUS, GEORGIA



INVITES YOUR INTEREST IN THE POSITION OF

CITY MANAGER



WE DO AMAZING!



The Columbus Community

Located in west-central Georgia on the banks of the Chattahoochee River, Columbus is a dynamic urban community with approximately 200,000 residents within its 221 square miles. Columbus is Georgia's first consolidated city-county government, the second largest city in Georgia, and a recognized leader among its peer cities. It takes pride in its operational efficiency and the exceptional quality of life it provides. The city has become a model for effective public-private partnerships, which have fostered significant economic development, cultural, and recreational growth.

Columbus is known for its historic downtown/uptown district near the breathtaking Riverwalk. It is home to Fort Benning, the Best Army Installation in the world; the 148-year-old Springer Opera House, the State Theater of Georgia; and the corporate headquarters of AFLAC, Total Systems Services (TSYS)/Global Payments and Synovus Financial Corp. Wallett Hub recently named Columbus as one of the best run cities in America. In addition to its thriving economic development, Columbus provides excellent education, housing, entertainment, shopping, and dining opportunities that are second to none. The cost of living is quite competitive and the quality of life creates a sense of belonging for its residents.

City of Columbus National Recognitions

- **WalletHub Best Run Cities – 2020, 2023, and 2024**
- **2025 Certificate of Achievement for Excellence in Financial Reporting (Mauldin & Jenkins, LLC)**
- **2024 Keep Columbus Beautiful Governor's Circle Award**
- **Bronze Level Bicycle Friendly Community Award**
- **2025 and 2023 Audrey Nelson National Community Development Award**
- **2025 GCCMA Program Award for the Food Mill Shared Kitchen**
- **Georgia Trend's Most Influential Georgians**
- **2025 The Most Welcoming Community in the US (Travel and Leisure Magazine/Make My Move)**

Columbus's year-round moderate climate provides a haven for those who enjoy outdoor activities such as golf, zip-lining, navigating the longest urban whitewater rapids in the world on the Chattahoochee River, or biking along the Riverwalk. Columbus offers a quality of life that is second to none for those who call it “home.”

The Demographics

- Population: 200,767
- Muscogee County: 221 square miles
- Median Age: 35.1
- Median Household income: \$56,622
- Unemployment rate: 3.60%
- Muscogee County Schools, 30,000 Students
- Fort Benning Maneuver Center of Excellence: 120,000 military personnel and families
- Parks: 52 community parks, including 4 Super Centers



The City Government

The Columbus Consolidated Government (CCG) serves as the local governing authority of Muscogee County. It is led by an elected Mayor and ten Council Members (two at-large and eight district representatives). The Mayor and Councilors serve four-year terms. The City Manager is appointed by the Mayor and confirmed by the Council. The City Manager oversees the day-to-day governmental operations, finances, and workforce activities except services provided by elected constitutional officers of the County. The Charter provides that the Mayor is the Public Safety Director and “coordinates the administration and activities of the Department of Public Safety” which include police, fire, and prison operations. The CCG employs a diverse workforce of 3,000 full-time and part-time employees across various departments. The annual operating budget is \$394,618,280.

The CCG provides the community with traditional public services such as Police, Fire/EMS, Sheriff, Correctional Facility, Public Works, Community Development, Parks and Recreation, and Metra Transit, in addition to support services including Finance, Information Technology, and Human Resources. Judicial services include Superior Court, State Court, Juvenile Court, Municipal Court, Probate Court, Environmental Court, and Recorder's Court.

The Position

The City Manager oversees the daily operations of the Consolidated Government by implementing legislative policies, preparing the annual budget, managing personnel matters, recommending policies and programs, ensuring compliance with local, state, and federal regulations, and facilitating effective communication among city staff and the public. The Manager is expected to continuously introduce innovative solutions to enhance governmental services and infrastructure, including zoning/planning, engineering projects, transportation planning and operations, building code compliance and enforcement, construction of capital improvement projects, and community reinvestment efforts. The City Manager keeps the Mayor and Council updated on the City's financial status, active projects, and departmental operations by providing information on a regular basis to support effective decision-making.



Ideal Candidate

The ideal candidate should be an experienced, strategic, and visionary leader who communicates effectively, works collaboratively, builds partnerships, and can lead a team of public service professionals to focus on the goals and directives of the Mayor and Council. He/She should have a proven record of successfully managing a complex, multifaceted, government organization with shifting priorities and opportunities. The successful candidate will exhibit transparency, a community engagement focus, and exceptional leadership qualities including honesty, integrity, diplomacy, inclusiveness, empathy, and accountability.

The ideal candidate will possess exceptional interpersonal and communication skills, enabling him/her to build trust and credibility as an effective leader. The ability to engage in continuous and meaningful communication with the Mayor and Council will be critical to the City Manager's success in Columbus.

A confident and approachable presence must be a strong personal quality of the new City Manager. He/She will be expected to continuously engage with the community, represent the City at public

events, and foster working relationships with citizens and businesses. The Manager's leadership style must demonstrate the ability to connect with staff at all levels of the organization while holding them accountable for delivery of quality services to the citizens.

The ideal candidate must be able to analyze complex issues, conduct research, implement practical solutions, evaluate efficiency of city operations, and lead continuous improvement efforts across all sectors of the organization.

Workforce development, recruitment, retention, and organizational performance strategies will be a high priority for the successful City Manager. He/She must demonstrate a strong commitment to maintaining a quality workforce that delivers exceptional customer service, seeks ways to implement cost effective best practices, and provides the citizens of Columbus more than they expect by continuously going "the second mile" when delivering services.

The ideal candidate will be skilled in financial analysis, budgeting, and resource allocation to ensure fiscal stewardship and operational

efficiency. He/She should demonstrate the ability to review and evaluate the effectiveness of finance department operations, to ensure proper internal controls, to ensure accurate and efficient revenue collections, and to assess staff skillsets.

The ideal candidate will have experience managing large capital projects, identifying funding for new critical facilities such as a jail, as well as developing strategies for funding and properly maintaining aging facilities/infrastructure used by Columbus citizens.

Knowledge of economic development strategies and the ability to support sustainable community growth will be important skillsets of the new City Manager. The ideal candidate should have experience in promoting business development through job growth incentives and streamlining of permitting and review processes.

Qualifications

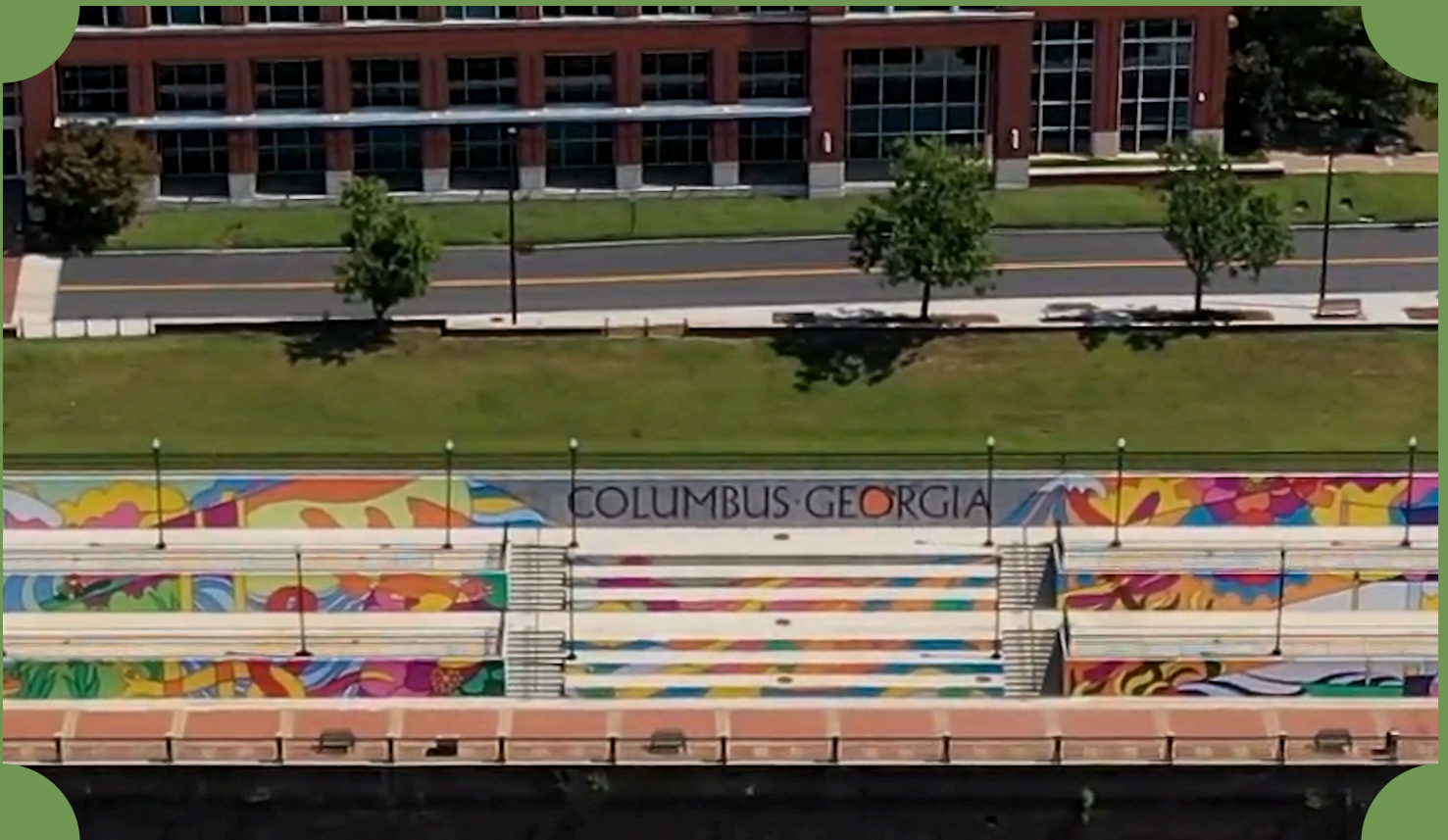
- Candidates should have significant experience overseeing operations of a local government with similar complexities to the Columbus Consolidated Government (CCG).
- A bachelor's degree is required in public administration, urban management, business administration, or a related field; a master's degree is preferred.
- Candidates should possess at least seven (7) years of progressively responsible managerial or administrative experience in a local government as a city or county manager, deputy manager, administrator; or as an upper level executive manager in an organization with comparable complexities of CCG. An equivalent combination of education, training, and experience that provides the required knowledge, skills, and abilities for the job will be considered.
- Evidence of continued professional development such as ICMA Credentialed Manager certification is a positive indication of commitment to the profession and will be noted during the candidate vetting process.
- Candidates must have or be able to readily obtain a valid driver's license issued by the State of Georgia.

Compensation & Benefits

The Columbus Consolidated Government offers an exceptional compensation and benefits package. The expected annual starting salary range for this position is \$210,000 to \$250,000 DOQ. Relocation assistance may be negotiated with the successful candidate.

- **Low-cost Medical/Dental/Vision**
- **Prescription Drug Plan**
- **Flexible Spending Account**
- **Retirement Plan**
- **Deferred Compensation Plan**
- **Life Insurance Plans**
- **Supplemental Life Insurance**
- **Long Term Disability**
- **Onsite Health and Wellness Center**
- **12 Paid Holidays**
- **Vacation Leave**
- **Sick Leave**
- **Bonus Time Off**
- **Credit Union**
- **Direct Deposit**
- **Free and Discount Services**
- **Employee Assistance Program**





How To Apply

Interested applicants must submit a cover letter, resume, a list of at least five professional references (including names, phone numbers, email addresses), and a salary history to **Lisa Ward** at lisaward912@gmail.com no later than close of business on **September 19, 2025**. Please direct any questions to Lisa Ward, Senior Associate, 706-983-9326, or Alan Reddish, Senior Associate at Mercer Group Associates, 706-614-4961.



Columbus Consolidated Government is an Equal Opportunity Employer and complies with the Civil Rights Act of 1964 E-Verify ID#46433 - July 19, 2007.