

The City of Greenville, South Carolina
is seeking its next

CITY MANAGER



IT'S ALL HERE

COMMUNITY OVERVIEW

Greenville is the major metropolitan area of the Upstate region of South Carolina. Situated along Interstate-85, it is ideally positioned between two of the largest cities in the Southeast—Atlanta, Georgia and Charlotte, North Carolina.

Home to major companies like Michelin, Fluor, GE, Hubbell Lighting and Lockheed Martin, Greenville County is widely recognized as the preeminent business center of the Upstate. Extraordinary cooperation between local government and the private sector coupled with Greenville's location in a right-to-work state and the presence of foreign trade zone sites draw large domestic and international corporations as well as smaller local companies to the area.

Supporting Greenville's business-friendly environment is an unprecedented array of community assets. Greenville is the cultural and entertainment epicenter for the region, featuring the Peace Center for the Performing Arts, Greenville County Museum of Art, The Children's Museum of the Upstate and numerous private galleries and theater venues.

Greenville is also one of the Southeast's favorite tourist destinations, attracting more than 5.2 million visitors each year. The city boasts a variety of "destination" shopping and dining districts, including downtown Main Street, which was selected by Travel + Leisure as one of "America's Greatest Main Streets."

Greenville's low cost of living, wide variety of housing options and moderate climate contribute significantly to the city's rising reputation as one of the best places to live in the United States.

More than 450 acres of parkland, including the award-winning Falls Park on the Reedy River, featuring impressive natural waterfalls, gardens, nature trails and the Liberty Bridge, a striking pedestrian suspension bridge, add to the city's distinctive charm. Development of a new 60-acre regional park is also underway.

An outstanding local educational system enhances Greenville's overall quality of life and provides a ready source of skilled workers. Many nationally recognized colleges and universities are located within or in close proximity to Greenville.

The area is served by two premier healthcare systems with campuses and facilities throughout Greenville County: Greenville Health System and Bon Secours St. Francis Health System. Greenville is also home to Shriners Hospital for Children, one of the nation's leading centers for pediatric orthopedic care.

Greenville is
THE KNOWLEDGE ECONOMY'S
Next Big Thing
-Fast Company, 2012

#5 Most Fun,
Affordable Cities
IN AMERICA
- Bloomberg BusinessWeek, 2012

TOP UNEXPECTED
Vacation Destination
- O, The Oprah Magazine, 2012

BEST PLACES TO LIVE
Coolest Towns
in America
- Men's Journal, 2011

#13
BEST CITIES FOR
Job Growth
- Newgeography.com, 2014

Clemson
#20 TOP
PUBLIC
UNIVERSITY

U.S. News & World
Report, 2015

HEALTHIEST
Housing
Market
#18 IN AMERICA



-Builder Magazine, 2010

TOP TEN PLACES TO RETIRE TO A
Good Life 4 less
AARP, 2013

#3 STRONGEST
Job Market
- Bloomberg BusinessWeek, 2013





Economic Vitality

The City's active involvement in support of economic development, provision of high quality services and pro-business climate have made Greenville a desirable location for businesses of all sizes. Retaining existing businesses, recruiting new businesses and continuing the right blend of development and redevelopment are among the City's top priorities.

Downtown Greenville is a hub of economic activity and serves as a vital anchor for the city of Greenville. While downtown clearly features the kind of shopping, dining and entertainment amenities that earn cities recognition, the key to its success has been the City's continued reinvestment in its infrastructure and public spaces, its commitment to mixed-use and its insistence on innovative urban design to preserve downtown's authenticity.



Livability

Economic vitality and livability go hand in hand, and quality of life is as important to the City as a strong economic base, but ensuring that Greenville's neighborhoods are protected from the adverse effects of growth, while encouraging appropriate development, is a balancing act.

City Council and staff work closely with 40 neighborhood associations throughout the city to ensure that a diversity of housing is available for all income levels, that property values are protected and that residents in every neighborhood have access to quality public amenities. The City also hosts periodic luncheons for neighborhood association presidents, providing them with an opportunity to interact with each other, elected officials and City staff and discuss citywide issues and initiatives.



ORGANIZATIONAL PROFILE



Form of Government

The City of Greenville's Council-Manager form of government consists of an elected City Council, which is responsible for policymaking, and a professional City Manager, appointed by City Council, who is responsible for administration.

City Council is comprised of a mayor elected at-large and six council members - two elected at-large and four elected from their respective districts.

Workforce

The City has 993 employees in 10 principal functional areas: Legislative and Administrative; Public Information & Events; Economic & Community Development; Human Resources; Office of Management & Budget; Police; Fire; Public Works; Parks & Recreation and Public Transportation.

Executive Staff

The City Manager works collaboratively in the planning and delivery of City services with a key management staff comprised of the following:

- Deputy City Manager (who also serves as Economic & Community Development Director)
- City Attorney*
- City Clerk
- Fire Chief
- Government Relations Manager
- Human Resources Director
- Municipal Court Judge*
- Office of Management and Budget Director
- Parks & Recreation Director
- Police Chief
- Public Information & Events Director
- Public Works Director
- Public Transportation Director

*The City Attorney and Municipal Court Judge are appointed by and report directly to City Council.

Budget

The City's FY2018-2019 budget is \$200 million, with a General Fund budget of \$89 million and a Capital Improvement Program (CIP) budget of \$23 million.

Credit Rating

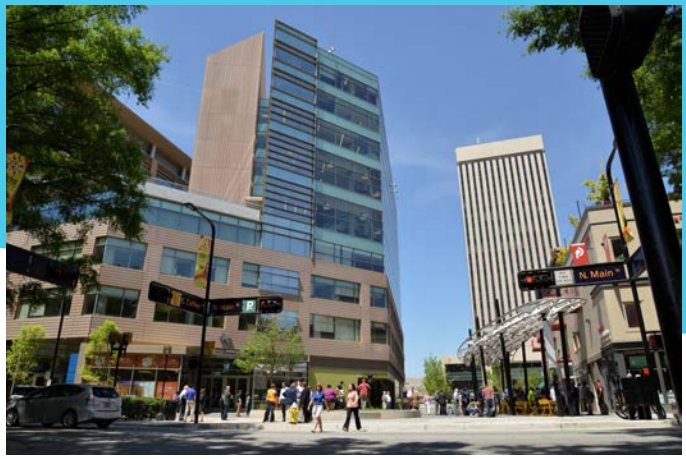
The City maintains the highest credit rating from all three major ratings agencies and is the only municipality in South Carolina with that distinction.

ISO Rating

The City of Greenville received a Public Protection Classification of 1 in 2017.



POSITION PROFILE



Overview

The City Manager exercises substantial latitude and discretion to achieve effective and efficient utilization of resources to manage a dynamic and robust organization. As Chief Executive Officer for the City, the City Manager enforces all City laws, ordinances and policies; acts as purchasing agent for the City; prepares the City's budget and performs other duties as assigned by City Council.

Core Competencies

The ideal City Manager candidate must:

- Be a public executive with a record of demonstrated leadership in successfully guiding a full-service local government under a Council/Manager form of government.
- Demonstrate an understanding of and appreciation for the history and culture of Greenville and its diversity in formulating policy and making decisions.
- Have a successful track record of building consensus, collaboration and strategic partnerships; demonstrate fairness, ethics and integrity in dealing with others and be able to relate to elected officials, department directors and their staff, residents, business owners, developers and community groups in an open, honest and transparent fashion.
- Have the tenacity to work through complex, long-term and often difficult issues and projects and the courage to make tough decisions when necessary.
- Understand how to balance the expectations of an engaged citizenry in an emerging world-class destination city.
- Be an effective team builder and provide leadership that will develop, inspire, motivate and empower a strong management team to achieve the City's established goals and objectives.
- Provide support, resources and guidance as needed; not micro-manage.
- Be a creative, policy-driven visionary who can anticipate issues and act strategically to meet current and future City needs.
- Guide the city's growth in an equitable manner.



TOP LEADERSHIP CHALLENGES



THE NEW CITY MANAGER WILL HAVE THE FOLLOWING CHALLENGES:



1. Unprecedented Growth

Greenville has experienced unprecedented growth over the last decade. City leaders are challenged to ensure infrastructure and services keep up with the growing population and arduous demand on public services. Additionally, the community expects the City to serve as the leader, funder and catalyst to address growing demands such as economic development, affordable housing, transportation and other necessities that contribute to a thriving, healthy community.

During this same period, the City's full-time position equivalency and tax millage have been largely unchanged. The next City Manager will need to effectively manage and work with a forward-thinking Mayor and City Council to establish priorities and manage community expectations in the face of constrained financial capacity and growing needs and demands. Exceptional skills in financial management and a thorough understanding of planning and development concepts are a must.

2. Public Transportation

With population growth in both the city and the county, the lack of public transportation options is a significant issue facing this community. Since 2008, the City has managed and operated the local public transit system (branded as Greenlink) under contract with Greenville Transit Authority (GTA). The financial resources needed to operate the transit system, pay for needed capital improvements and provide for expanded service will require significant increases in local funding. The next City Manager will be expected to support GTA in developing a transit operating model that is financially sustainable. As a result, it will be helpful for the next City Manager to be familiar with public transit systems with complex funding streams and multi-jurisdictional partners.

3. Aging City Facilities

While the City recently built a new \$25 million Public Works facility, as well as a new \$5 million fire station, there are numerous aging City facilities in need of repair, renovation and replacement. There is also a need for additional office space. The next City Manager should have experience conducting facility assessments, managing divergent operational interests in shared facilities and developing financing plans for facility repair, renovation and replacement.

4. Establishing and Maintaining Effective Community Relationships

Greenville has a passionate, vocal citizenry and business community. While the City's investments have been public and transparent, there are growing concerns regarding income inequality and gentrification and the need for the City to increase its investments in some areas of the city.

In addition to forging positive relationships with all city stakeholders, the next City Manager must also maintain a strong relationship with Greenville County and other municipalities to effectively address pressing public needs such as transportation and housing.

5. Establishing and Maintaining Effective Internal Relationships

The executive staff expects to continue working collaboratively with the next City Manager in a transparent and trusting manner. Additionally, the Mayor and City Council members are accustomed to working directly with department directors in coordination with the City Manager. The next City Manager must establish and maintain collaborative relationships with City Council and department directors to address critical issues.



6. Technology

In the next 10 years, new information and communication technologies will alter the landscape of cities. "Smart Cities" will use these technologies to increase operational efficiency, share information with the public and improve the quality of government services. Eventually, the technologies may cause fundamental changes in the way people work, shop and live. The next City Manager should have knowledge of these forthcoming technologies and their potential to solve problems and create disruptive changes.

7. Unity Park

Over the next five years, the City will build Unity Park, a new 60-acre regional park. In addition to construction of the park, the project will require maintaining community support, managing funds, securing resources, building partnerships and working closely with City Council to bring the project to a successful and timely completion. The next City Manager should have experience moving iconic, transformational projects forward to completion.

8. Annexation

The City is committed to strategic annexation in order to expand the tax base and population, while also ensuring an adequate level of services for its residents and businesses. Complicating the annexation strategy are special purpose districts and state law, which requires a mutual agreement for revenues and services before a special purpose district is annexed by a municipality. The next City Manager must support City Council's expectations regarding annexations while balancing the financial and service level impacts



EDUCATION & EXPERIENCE



THE IDEAL CITY MANAGER CANDIDATE WILL MEET THE FOLLOWING CRITERIA:

- Master's Degree or equivalent in Public Administration, Business Management or a related field (e.g., Urban Planning, Economic Development, etc.).
- Over six years of experience as a City Manager, Assistant City Manager or equivalent municipal government management experience.





COMPENSATION AND BENEFITS

City Council specifically wishes to attract a broad and talented pool of professionals for consideration; therefore, the compensation and benefits for this position are highly competitive. The salary for the position is negotiable and will be dependent on the qualifications and experience of the selected candidate.

In addition to meeting and relocation expense reimbursement, the City offers an attractive benefits package including health care coverage, participation in the South Carolina Retirement System and the standard opportunities to acquire life and disability insurance provided to all City employees. Additional benefits are negotiable as part of an overall compensation package.

Residency within the Greenville city limits is required.

INTERNAL CANDIDATES

The City is firmly committed to evaluating all candidates fairly, based on their experience and credentials. While internal candidates may apply, the Deputy City Manager does not intend to apply.

APPLICATION AND SELECTION PROCESS

Candidates are encouraged to apply by August 15, 2018. Electronic submittals are required. Interested candidates should submit a resume, compelling cover letter of interest, five professional references and current salary history online at <https://springsted-waters.recruitmenthome.com/postings/2024>.

Springsted | Waters will work with a subset of City Council ("Recruitment Subcommittee") and the City's Human Resources Director to review submitted materials and recommend a top slate of candidates to move forward in the process. The full City Council will be involved in conducting interviews during August and September, with final selection and negotiated contract expected by October 1.

The City of Greenville is an Equal Opportunity Employer and values diversity at all levels of its workforce.

To learn more about Greenville and the Upstate of SC, visit:

[City of Greenville website](#)

[Visit Greenville website](#)

[Greenville SC Business website](#)

[Charlanta website](#)

[Welcome to Greenville SC video](#)