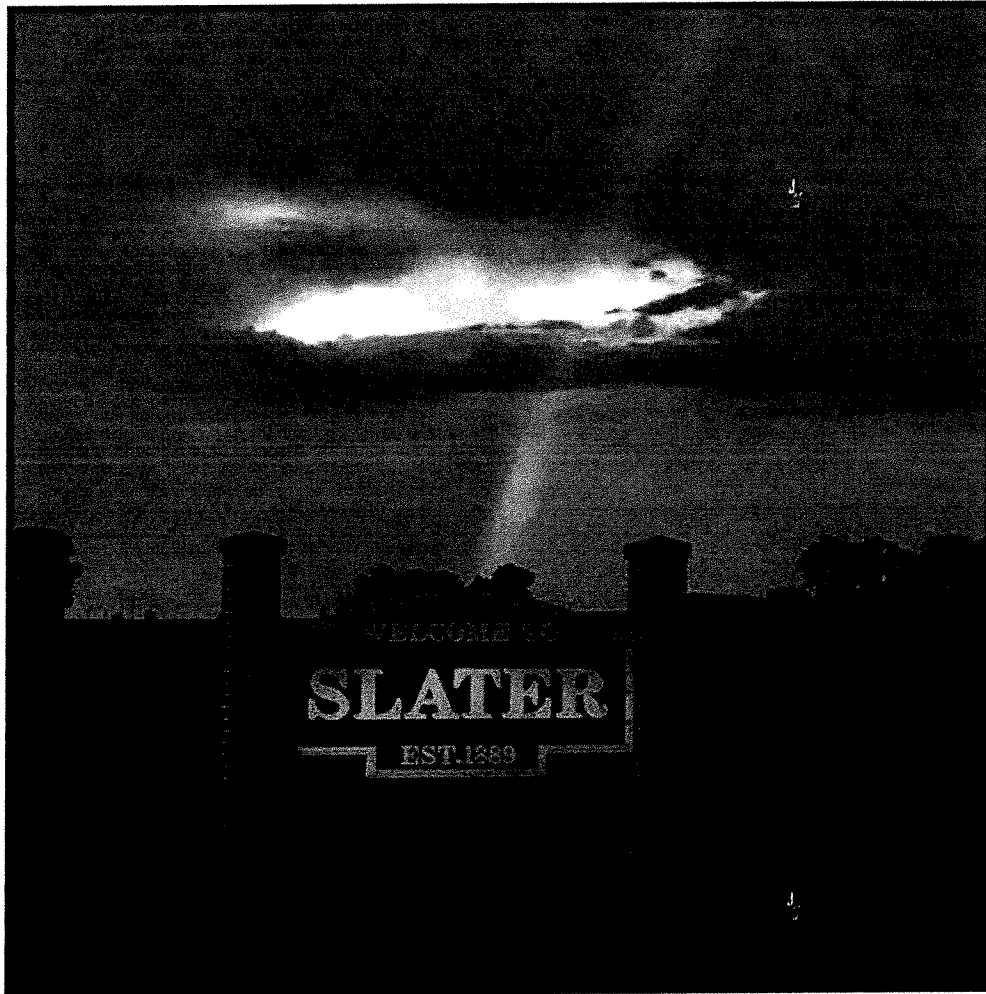




## **SLATER, IOWA**

# **City Manager Position Profile**



**Apply by April 18, 2025 at 4:30 p.m.**  
**[theiamanagementconsulting@gmail.com](mailto:theiamanagementconsulting@gmail.com)**

**Contact: Theia Management Consulting, LLC**  
**515.322.6597**



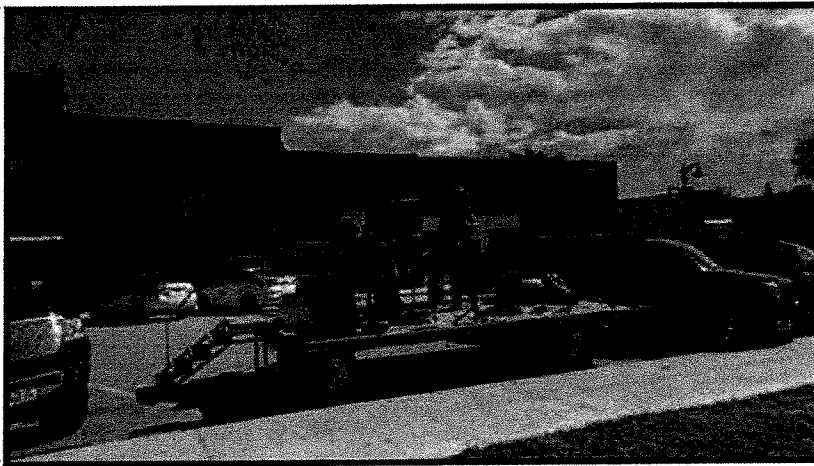
**CITY MANAGER POSITION PROFILE**  
**Submit by April 18, 2025 at 4:30 p.m.**

**Position Profile: City Manager – Slater, Iowa**

**About Us:**

Slater, Iowa, is a vibrant and welcoming community with a population of 1,543 residents, located approximately 30 miles north of Des Moines and 15 miles south of Ames. Nestled in the heart of the Midwest, just off I-35 and Highway 210, Slater offers a small-town charm combined with a strong sense of community, a welcoming atmosphere, and extraordinary economic opportunity. Slater is known for its thriving and growing local business base, engaged citizens, and a proud tradition of community events. The city's active social calendar, including events like *Christmas on Main*, *Gather*, and the *Town Divided Tailgate*, highlights the community's spirit and commitment to coming together.

**The Community:**



**Slater is known for its festivals that occur throughout the year.**

Slater is a family-friendly city where everyone can feel at home. Small-town values, guided growth, and preservation of historical, cultural, and natural heritage are just a few of the core principles that define Slater. The community enjoys a rich history and a forward-thinking outlook, with energetic and visionary elected officials

eager to leverage Slater's strategic location and sound financial position for strategic growth opportunities. The city's central location, close to major highways, provides easy access to surrounding metropolitan areas, making it an ideal location for residents who appreciate a close knit community but enjoy the convenience of nearby urban amenities. With local parks, vibrant community events, and a deep commitment to preserving its rich heritage, Slater is poised for growth while maintaining its unique character.



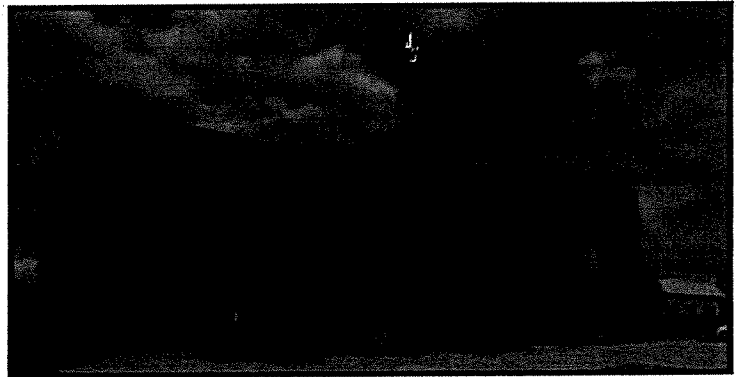
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Slater is served by the Ballard Community School District and is home to the Ballard West elementary school. BCSD has approximately 2,000 students.

**City Government & Organization**

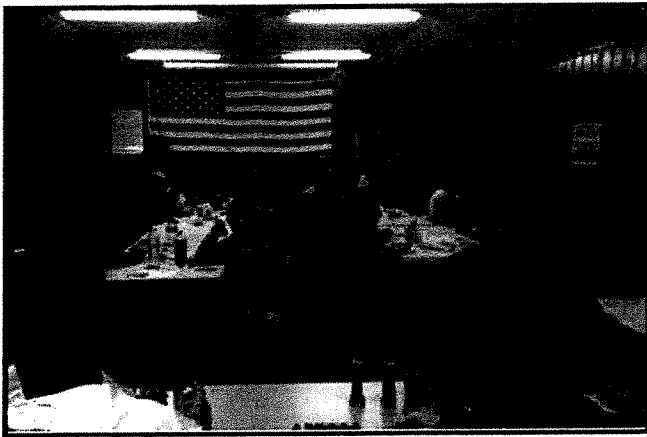
Slater is a full-service local government serving the community with a full complement of departments including City Administrator, Finance, Volunteer Fire and EMS, Library, Public Works, Water, Wastewater, and Utility Billing. The City enjoys a stable and committed workforce, with a total of 8 full-time, 6 part-time, and between 15-20 seasonal part-time employees. The Mayor chairs Council meetings, but does not vote. The City Council meets in regular session on the second and fourth Mondays of the month.

The city's current tax rate is \$12.81998 per \$1,000 valuation and has a FY24-25 overall budget of approximately \$2.6 million (excluding transfers), including capital projects. The city's finances are solid and stable.



The City has plans for a new library/city hall/community center.

The City is currently working towards the development of a new Library, City Hall, and Community Center, a project that will take some focus of the incoming City Manager.



Events often occur in the Log Cabin located in Nelson Park.

The City is home to Slater Public Library, which offers a wide variety of programming for all ages. Slater is also home to three parks, Nelson Park, Earl Grimm Park, and Southside Park. Nelson Park has a log cabin and open pavilion, gathering places for community events and available for rental for private parties. Earl Grimm Park has a pool, ballfields, tennis court, and is a trailhead for the High Trestle Trail, which runs 25 miles through five towns. Southside Park has a walking path, basketball court, and a playground.

**The Position:**



**CITY MANAGER POSITION PROFILE**  
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Slater is seeking a dynamic, personable, emotionally intelligent, and experienced City Manager to serve as the city's chief administrative officer. The ideal candidate will bring public sector leadership experience, significant management and supervisory experience, be a successful grant writer and an excellent communicator, and have a passion for community engagement, and strategic planning. This is a highly visible position where the City Manager will be the primary point of contact for residents, businesses, and city staff, working closely with the City Council to guide and implement the city's priorities and vision for the future.



The City recently opened a dog park.

The City Manager will oversee day-to-day operations, manage a team of dedicated and tenured staff, and lead the city's long-term planning efforts, including land use planning, capital improvement projects, and financial sustainability. A key responsibility

will be fostering strong relationships with the community and local organizations to ensure that Slater continues to thrive as a desirable place to live, work, and visit. The City Manager will also serve as the City Clerk for Slater, with support from other administrative staff.

**Key Responsibilities:**

- **Leadership & Management:** Provide strategic leadership for city departments, ensuring operational efficiency, strong morale, and adherence to city policies. Lead and mentor staff while fostering a collaborative and transparent work environment. Supervise department heads and administrative staff, including hiring, training, evaluating, and taking performance actions as needed.



**CITY MANAGER POSITION PROFILE**  
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- **Long-Term Planning:** Lead the city's long-term planning efforts, focusing on land use, capital planning, and financial sustainability. Oversee the development of master plans and infrastructure improvements that align with the city's growth and development goals.
- **Community Engagement:** Be a visible and approachable leader who actively participates in community events and encourages public participation in city affairs. Embrace and support Slater's signature community activities such as *Christmas on Main, Gather, and Town Divided Tailgate*. The City Manager will represent the City in interactions with citizens, community organizations, and other government agencies. It will be important for the new City Manager to gain a clear understanding of the community's culture and become part of the fabric of it.
- **Budgeting & Finance:** Prepare and implement the city's budget, ensuring responsible financial management and regulatory compliance. Work with the City Council to develop budget priorities and allocate resources effectively. Prepare and implement a Capital Improvement Plan, marrying capital needs with strategic financial planning. Must understand Tax Increment Financing and Urban Renewal.
- **Collaboration:** Work closely with the City Council, local organizations, and other stakeholders to ensure the city's goals are met. Promote collaboration between various groups to advance community-wide projects and initiatives.
- **Economic Development:** Foster economic growth by supporting local businesses and attracting new investment. Develop strategies to promote Slater's strengths and build upon its existing assets, working closely with other city staff members to attract, grow, and support business opportunities in Slater.

**Qualifications:**

- **Education:** A bachelor's degree in public administration, business administration, urban planning, or a related field is required. A master's degree is preferred.
- **Experience:** Minimum of five years of progressive experience in public sector management. Senior leadership in a city management role is strongly preferred. Experience in public sector budgeting, long-term planning, and managing diverse teams



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is essential. Must be knowledgeable about State of Iowa regulatory requirements.

- **Skills:** Exceptional interpersonal and communication skills with the ability to work effectively with elected officials, staff, community members, and stakeholders. Strong financial acumen and experience in strategic planning and land use planning.
- **Personality:** A dynamic, approachable leader who is passionate about building community, encouraging civic engagement, and supporting local traditions. Must be enthusiastic about participating in and promoting Slater's unique community events and culture.
- **Residency:** After hire, residency within the city limits of Slater is preferred.

**Compensation:**

The starting salary for this position is competitive and commensurate with experience, ranging from \$100,000 to \$110,000 annually. A comprehensive benefits package is included.

**Application Process:**

Interested candidates should submit a cover letter, resume, and five professional references by email to: [theiamanagementconsulting@gmail.com](mailto:theiamanagementconsulting@gmail.com). Please include "Slater City Manager" in the email subject line. The deadline for applications is *April 18, 2025*.



**CITY MANAGER POSITION PROFILE**  
**Submit by April 18, 2025 at 4:30 p.m.**

**Announcement/Advertisement**

City Manager, Slater, Iowa. (population 1,543), a vibrant and welcoming community. located approximately 30 miles north of Des Moines and 15 miles south of Ames. Nestled in the heart of the Midwest, just off I-35 and Highway 210, Slater offers a small-town charm combined with a strong sense of community, a welcoming atmosphere, and extraordinary economic opportunity. Slater is known for its thriving and growing local business base, engaged citizens, and a proud tradition of community events.

The City of Slater is seeking its first City Manager. Slater is seeking a top-tier communicator with five years of progressive experience in the public sector, supervisory experience with the ability to lead and mentor staff while fostering a collaborative and transparent work environment. The successful candidate will be personable and eager to engage with the community and build a good rapport with the business community. The successful candidate will also have excellent financial acumen, with top-notch budgeting and financial planning skills. The new Slater City Manager will also need to have outstanding strategic planning abilities and a healthy understanding of land use planning.

The starting range for the annual salary is \$100-110K, depending on qualifications. Preferred qualifications include a master's degree in a relevant field and a minimum of 5 years of increased responsibility within public leadership/management roles. City of Slater residency is preferred within six months of hire. Relocation allowance is negotiable. It is important that the City Manager be active in the community.

Applications should be submitted to [theiamanagementconsulting@gmail.com](mailto:theiamanagementconsulting@gmail.com). Please include "Slater City Manager" in the email subject line. Application materials requested include: a cover letter, resume, salary history, and five work-related references. Applications will be accepted until 4:30 PM on April 18, 2025. EOE.

**Tentative Timetable for Search Process**

It is the City's intent to conclude the search process as expediently as possible with the goal of offering the position to a candidate by May 31. Therefore, candidates are urged to tentatively mark the following dates on their schedules:

**Tentative Timeline:**

- **Application Deadline:** May 10, 2025
- **Zoom Interviews:** May 14, 2025 (afternoon/evening)
- **In Person Interviews:** May 30 & May 31, 2025
- **Final Decision:** May 31, 2025
- **Start Date:** Between June 30 and July 15, 2025

The City of Slater is an Equal Opportunity Employer.