

# THE CITY OF LACONIA, NH

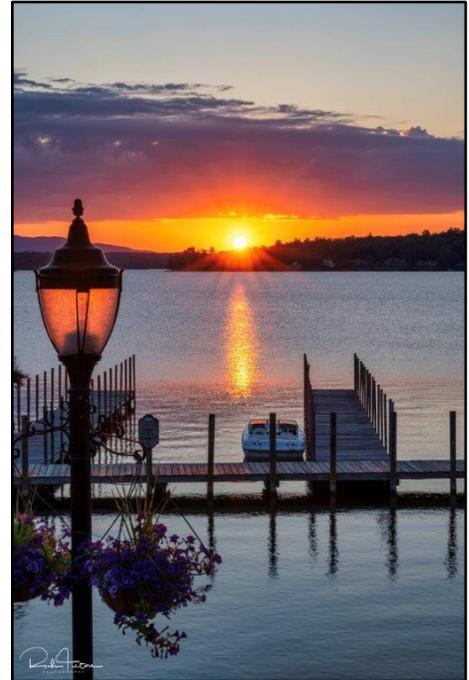
## CITY MANAGER RECRUITMENT

### *Invitation to Qualified Candidates*

#### **INTRODUCTION**

Laconia, NH (16,871) seeks an innovative, proactive, community leader, committed to excellence in public service, to serve as its next City Manager. Located in the heart of NH's Lakes Region, known as the "City on the Lakes" is a short drive to the state Capital in Concord, and comfortable drive south to Boston or north to the White Mountains, offers an unparalleled quality of life. Laconia, situated between Lake Winnepesaukee and Lake Winnisquam, includes the villages of Lakeport and Weirs Beach. Both have significantly been enhanced with positive development and landscape. Several large events are hosted each year in the City to include Laconia Motorcycle Week, one of the country's largest rallies and each winter, the Laconia World Championship Sled Dog Derby. The city is also the site of the state's annual Pumpkin Festival.

Laconia economic development continues to expand with extensive renewed activity in the downtown triggered by the public/private partnership renovation of the historic Colonial Theater which now hosts a variety of desired entertainment. The city is the county seat of Belknap county and provides all the necessary services. There is a rich blend of light manufacturing and high-tech industry as well as a solid base of professionals and service industry. It continues to be a desirable destination for tourists on a year-round basis with many inviting recreational activities including beaches, parks, trails, and year-round activities.



With a Mayor/Council/City Manager form of government, the City Manager oversees an operating budget of \$30 million (excludes school, water, sewer, county) and 157 FTE's. The ideal candidate will have a Bachelor's degree and/or a Master's degree in public or business administration or a related field and a minimum of six years of experience in progressively responsible management and administrative capacities in the public or private sector, or an equivalent combination of education and relevant management experience. Must be a proven leader and experienced professional. Compensation range to \$155,000; starting salary commensurate with qualifications and experience. Laconia is an Equal Opportunity Employer. For additional information related to the search or city and candidate profiles, contact Carol Granfield, Director of Human Resource Services, Municipal Resources Inc., at 603-279-0352, x316.

**DEADLINE: 9AM EST; Monday, May 23, 2022**

**Resume and cover letter, in confidence as PDF attachment to: [recruitment@mrigov.com](mailto:recruitment@mrigov.com)**

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The position of Laconia City Manager provides an exciting opportunity for an experienced management professional with a demonstrated track record of progressive leadership to enjoy all the opportunities of this “destination” community. Candidates will find a well-regarded Mayor and City Council

and an engaged community seeking the new City Manager to continue the progress of the city moving forward that makes it a very desirable community and destination.

This Profile is intended for use as a resource in the search for Laconia’s next City Manager, both to provide prospective candidates with key information and to provide a framework for discussions between individuals involved in the search process and prospective candidates. Although it is expected that candidates with a sincere interest in the position will do their own research, this document provides valuable information and links for candidates considering their ‘fit’ with the City of Laconia.

## **THE PROFILE**

The *ideal* candidate for the position of Laconia City Manager will have the following characteristics and skill sets:

A career commitment to the highest personal and professional ethical standards and integrity.

Must have the ability to listen and be respectful of diverse viewpoints in order to determine an appropriate course of action after engaging in an analysis of all relevant information that will be in the best interest of the City of Laconia.

At minimum, a bachelor’s degree (master’s degree preferred) in public administration, business management, or a related field.

Six or more years of progressively responsible management experience in local government senior management, or relevant private sector leadership and management experience.

Significant experience in budgeting and financial management and ability to effectively manage a tax cap and provide necessary services.

Must have demonstrated in their career effective public speaking, oral and written presentation skills in front of large disparate groups, business representatives, state and local elected officials and major media outlets.

A leader with a proven track record of thoughtful, creative, and innovative “Best Practice” municipal management initiatives as well as demonstrated successful strategic planning for both short and long-term goals. A true visionary.

## ***THE PROFILE (continued)***

Demonstrated skills and experience working with diverse groups, and skills as a facilitator and consensus builder.

The ability to lead, organize, inspire, and manage people; a manager who understands operational department functions while allowing professional Department Heads to operate their departments effectively and efficiently and holding them accountable for their responsibilities.

Have the ability to attract, develop and retain City employees with desirable wage and benefits, creating loyalty and motivating superior performance.

Be creative, collaborative, innovative, and entrepreneurial and have a background working with public/private partnerships.

Demonstrated skills with labor negotiations and employee relations.

Be solution-oriented with problem-solving and be politically savvy working with elected officials both locally and at the county, state, and federal levels.

## ***THE POSITION, CHALLENGES AND OPPORTUNITIES***



Laconia has evolved over the past several years into a desirable community that offers a wide range of services, cultural arts activities, positive economic development and many outstanding parks, beaches, and recreational activities.

The next City Manager needs to be a strong leader with excellent communication and people skills, who will work well with employees, residents, business leaders, community organizations and varied local, county and state officials. It is critically

important that the City Manager demonstrate the ability to work with diverse groups and communicate openly while remaining apolitical.

The skill and ability to facilitate honest and respectful dialogue between various factions when dealing with controversial or politically motivated issues is seen as essential.

Working for a governing body comprised of a Mayor and 6 City Councilors representing diverse constituencies, can be challenging. It will be important for the City Manager to remain objective in his/her dealings with the Council members to avoid favoritism, and endeavor to keep them equally

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informed and involved. The City Manager will be relied upon to provide professional and objective advice. Experience working with a Mayor/Council form of government and having the ability to establish and maintain the appropriate role of the City Manager will be critical. The City Council formulates City policy, adopts an annual budget, enacts the laws of the City, and works with the City Manager to implement a plan to improve the quality of life in Laconia.



Demonstrated understanding and successful experience with community and economic development is important. The City of Laconia has many assets to include several TIF districts, Lakes Business Park, vast outdoor resources, renovated Opera House, and Colonial historic Theatre. It is a community that takes pride in its history and special businesses and strives to preserve the character of its neighborhoods.

The next City Manager has a challenge to help develop and implement a strategy to continue the redevelopment of the downtown area, retain and attract commercial/industrial expansion and grow a workforce that will sustain the economic growth desired. The status of a downtown parking garage is important to the success of continued downtown revitalization. Development of the Laconia State School property with over 200 acres owned by the state presents a challenge and opportunity for the City Manager to promote desirable development on this land that will benefit the community.

Another challenge will be to develop innovative ways to meet affordable housing needs of the City as well as address and have some skills and experience in finding targeted solutions working in partnership with others to assist with solving homelessness, housing, and substance abuse issues. A major issue to address involves maintenance and development of infrastructure which impacts future housing required.

It will be essential to the success of Laconia's next City Manager to have a proactive leadership style that is sensitive to emerging issues before they become problems. The ability to assimilate and value institutional knowledge of senior staff while seeking innovative, progressive solutions is also a highly desired trait.



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A strong financial background is necessary for the City Manager to prepare an effective budget working within the tax cap that maintains the desired level of service provided to the community.

Demonstrated experience in advocating a community at the regional and state levels is a highly desirable trait of the next City Manager. It is important for the City to take a larger leadership role in the region and state. This leadership role will serve to enhance Laconia's ability to sustain its economic and cultural vitality.

Critical to the success of the City Manager is the need to be sensitive to and help the City balance the needs of the business community, with the desires of the residents to maintain the quality of life they have enjoyed in Laconia. The ability to communicate and build bridges with all stakeholders will be essential to achieving the City's vision.



## LINKS OF INTEREST

- [About the City of Laconia](#)
- [New Hampshire Magazine Article: Laconia City on the Rise](#)
- [Budget Information](#)