



CITY OF GRESHAM OREGON

CITY MANAGER

\$240,000 - \$280,000

Plus Excellent Benefits

Apply by
March 1, 2026
Open Until Filled

PROTHMAN



THE COMMUNITY



Gresham is a welcoming community of hard-working people where tradition and heritage meet innovation and opportunity in Oregon's fourth largest city. Home to approximately 115,000 residents, Gresham reflects a strong sense of pride rooted in its agricultural and homesteading heritage, while continuing to grow as a dynamic and forward-looking urban center. Residents value hard work, family, and community connection, creating an environment that is both inclusive and grounded.



Ideally situated in eastern Multnomah County, Gresham offers exceptional regional access. The city lies just minutes from Mount Hood, Multnomah Falls, and the Columbia River Gorge National Scenic Area, as well as downtown Portland and the Portland International Airport. This location provides residents and businesses with convenient access to major employment centers, transportation corridors, and some of the Pacific Northwest's most iconic outdoor destinations.

Gresham is known for its abundant natural amenities, with hundreds of acres of parks, trails, and natural areas woven throughout the community. These spaces support year-round recreation and contribute to a high quality of life, offering opportunities for walking, biking, family activities, and connection to nature within an urban setting.



Education is a cornerstone of the community. Gresham's network of schools serves learners of all ages, with many public-school facilities recently rebuilt or modernized. The city also offers a wide range of preschools, charter and private schools, and higher education opportunities, including Mt. Hood Community College, which plays a vital role in workforce development and lifelong learning.

Gresham's population continues to grow and diversify, including young professionals, families, new immigrant communities, and long-time residents. This diversity strengthens the city's cultural fabric and shared commitment to a vibrant future. Today, Gresham is an innovative and rapidly evolving city where families and businesses alike are supported, connected, and encouraged to grow together.



THE CITY

The City of Gresham operates under a Council/Manager form of government. The governing body consists of a Mayor and six Councilors, all elected at large, who establish policy, adopt ordinances, and approve the City's budget. The City Manager and City Attorney are appointed by and serve at the pleasure of the Council.

The City Manager serves as the chief administrative officer and is supported by two Assistant City Managers. One oversees the portfolio of Environmental and City Services, and the other oversees the portfolio of Community and Civic Life. The City Manager's Office, known as the Office of Governance and Management, also includes support for the Mayor and Council, Government Affairs, Emergency Management, the City Recorder's Office, a DEIB Business Partner, and the Public Information Officer.

Gresham operates with a 2025/2026 total budget of \$897 million and 704 FTEs. City services are provided through departments that include Fire and Emergency Services, Police, Community Development, Environmental Services, Budget & Finance, Human Resources, Information Technology, City Attorney's Office, Parks, and Urban Renewal, among others. Gresham's organizational structure supports efficient service delivery, fiscal responsibility, and equitable outcomes, with an emphasis on collaboration, accountability, and responsiveness to community needs.



THE POSITION

Reporting to the Mayor and City Council, the City Manager serves as the City's chief administrative officer and is responsible for the effective management of all municipal operations. This position provides executive oversight of City departments and services, ensuring operations are efficient, compliant, and aligned with adopted policies and priorities.

Working closely with the City Council, the City Manager turns policy direction into actionable plans and supports the development and implementation of the Council's strategic work plan. The City Manager keeps elected officials fully informed on City operations, emerging issues, and legal, social, and economic factors affecting the organization, and recommends administrative and operational improvements to enhance service delivery.

The City Manager provides leadership and direction to department directors and the City's workforce, coordinating complex initiatives, evaluating performance, and aligning resources with organizational priorities.

Fiscal management is a central responsibility of the position, as the City Manager oversees financial operations, plays a key role in budget development and administration, and supports long-range financial planning, including forecasting staffing and resource needs to maintain fiscal stability.

The City Manager represents the City in the community and with external partners, fostering strong relationships with residents, other governments, and public and private organizations. The position may also convene task forces or special initiatives to address strategic priorities and community needs.



OPPORTUNITIES & PRIORITIES

- Gresham faces many of the same challenges as peer municipalities, including financial constraints driven by a limited tax structure, increasing demand for high-quality services, and aging infrastructure. This is also a period of transition for the City, shaped by ongoing development and shifting demographics, as well as new executive leadership at multiple levels of the organization.
- There is an opportunity for an innovative leader to advance the Council's vision for the City, closely examine expense reduction and revenue generation strategies, and lead the update and implementation of the City's Strategic Plan, with a clear focus on transparency, efficiency, and meeting the needs of the entire community.
- With several major developments planned or underway, the ability to move projects forward while fostering strong collaboration with regional and partner agencies will be essential to addressing infrastructure needs and ensuring growth aligns with community priorities.
- As a regional provider of fire services, Gresham plays a key role in evaluating and advancing alternative service delivery models aimed at achieving long-term, sustainable regional fire services. The new City Manager will play an important role in guiding this effort. In addition, an upcoming public safety levy renewal will require clear communication, accountability, and public trust.
- Developing, mentoring, and supporting executive leadership will be central to sustaining a service-oriented organizational culture and advancing the shared goals of the Council and community.



EDUCATION & EXPERIENCE

A bachelor's degree in business administration, public administration, or a closely related field, ten (10) years of progressively responsible experience in municipal government, and at least seven (7) years of administrative or executive-level leadership responsibility is strongly preferred.

An equivalent combination of education and experience that demonstrates the ability to successfully perform the duties of the City Manager will be considered.

Necessary Knowledge, Skills, and Abilities:

- Demonstrated ability to work effectively with an elected City Council, including providing sound policy support, maintaining transparency, and exercising political awareness while operating within a non-political role and adhering to the ICMA Code of Ethics.
- Strong financial management expertise, including municipal budgeting, fiscal oversight, and long-term financial planning, with a preference for local government experience.
- Proven experience in labor and employee relations within a unionized environment, including collective bargaining, contract administration, and enforcement.
- Knowledge of project management principles and methodologies, with the ability to guide complex initiatives from planning through implementation.
- Exceptional written and verbal communication skills, with the ability to clearly convey complex issues, facilitate difficult conversations, and build trust with elected officials, staff, and the community.
- Experience overseeing government affairs and coordinating internal and external stakeholders to advance organizational priorities.
- Demonstrated ability to serve a growing and diverse community, with a willingness to be visible, engaged, and embedded in the community while supporting the Mayor and Council in critical community conversations.
- Experience as a senior local government leader, typically at the department director level or higher, or demonstrated ability to successfully transition executive management experience from a complex organizational environment into municipal leadership.

COMPENSATION & BENEFITS

- **\$240,000 - \$280,000 DOQ**
- Voya 457(b) Supplemental Retirement Plan
- Comprehensive medical, dental, and vision insurance
- Life insurance, Accidental Death & Dismemberment (AD&D), and voluntary life coverage
- Long-term disability insurance
- Optional AFLAC supplemental insurance plans
- Employee Assistance Program (EAP)
- Flexible Spending Account (FSA) plan
- HRA VEBA program
- Generous Paid Time Off ranging from 22 to 37 days annually, based on years of service
- Ten (10) paid holidays, plus four (4) personal floating holidays each year
- LegalShield services
- Travel Assistance Program
- Automotive allowance (City Manager position)

Click [here](#) to view the City's Detailed Benefits.

The City of Gresham is an Equal Opportunity Employer. All qualified candidates are strongly encouraged to apply by **March 1, 2026** (open until filled). Applications, supplemental questions, resumes and cover letters will only be accepted electronically. To **apply online**, go to www.prothman.com and click on **"Open Recruitments"**, select **"City of Gresham, OR – City Manager"**, and click **"Apply Online"**, or click [here](#). Resumes, cover letters and supplemental questions can be uploaded once you have logged in. If you are a veteran and wish to request veterans' preference credit, please indicate that in your cover letter, and complete and submit the veterans' preference form posted on the website as instructed on the form.



**For more information on the
City of Gresham, and
the local community please visit:**

www.greshamoregon.gov

www.greshamchamber.org



www.prothman.com

206.368.0050