



BARRE, VERMONT

CITY MANAGER

Salary \$145,000 to \$165,000

The City Manager is the Chief Administrative Officer of the City. They work closely with the Mayor and City Council to develop policy priorities, pursue strategic opportunities, and implement the Council's vision through the City's departments and programs.

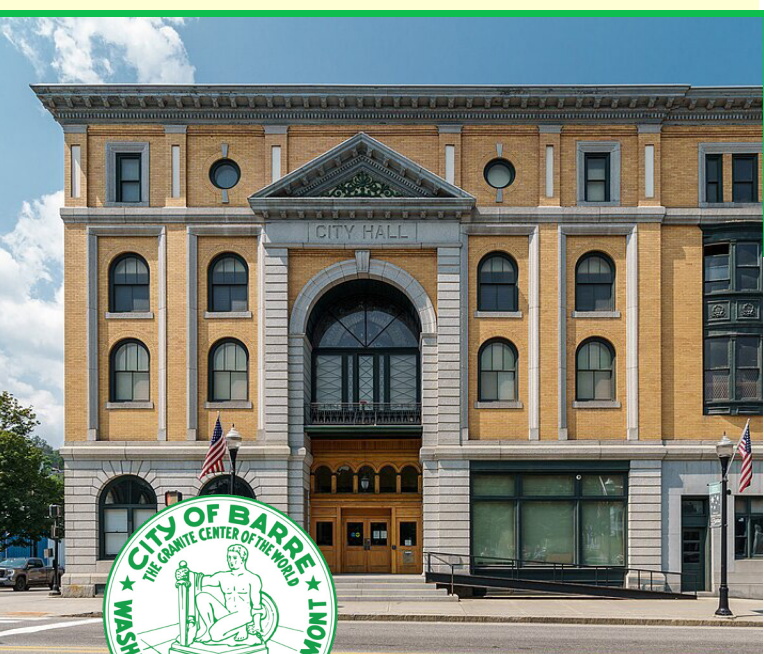
THE OPPORTUNITY

The City of Barre, Vermont (pop. 8,500) is recruiting for an experienced public sector manager to serve as its next City Manager. Barre (pronounced Berry) is a full service, densely populated, resurgent community in Central Vermont. The downtown is filled with independent businesses, restaurants, and residents both new and old. With a rich history dating to Vermont's 19th century granite industry, Barre has long been home to working class families seeking a strong sense of community, accessible housing opportunities, and neighborhood stability.

Over the last decade, Barre's revitalized downtown has become a regional attraction as brew pubs, wood-fired pizzerias, and coffee shops populated the newly streetscaped central business district. Today, surrounding neighborhoods welcome new and younger residents who have renovated historic homes and appreciate the walkability and access to amenities of the historic city.

In 2023 and 2024, Barre's resurgence was temporarily stalled by neighborhood flooding that damaged over 200 homes and businesses. The City has responded by doubling down on efforts to build a resilient, growing, and vibrant community. Attracting new housing opportunities, accessing state programs that reduce development costs, and growing the tax base and population are the cornerstones of Barre's resilience strategy.

The City Manager will help achieve this vision by completing neighborhood stabilization projects in flooded areas, leading a high performance municipal government with diversified revenue streams, and positioning Barre as a community of distinction within the Central Vermont region. The Mayor and City Council envision a capable leader who inspires public confidence, works well with City staff and community partners, and can help the City achieve its strategic and policy goals.



For more information on Barre, please visit www.barrecity.org.

THE POSITION

Barre is a full-service municipality with 103 full-time employees and a combined operating budget of \$19 million spread over multiple funds. General Fund budgets are adopted by the voters at an annual meeting, and there is a strong tradition of civic engagement and public participation. The City is one of the largest municipalities in the State and the organizational culture values customer service and dedication to public service. Organized labor has played a major role in Barre's history as a granite center, and labor relations are generally strong, with most employees represented by one of the four labor unions.

The City is governed by a seven-member City Council, comprised of two Councilors from each of three wards and a Mayor who is elected at large; the Council typically meets twice a month. The Mayor and City Council provide broad policy direction while delegating operational matters to the Manager.

The Mayor provides political leadership to advance key City initiatives while the Manager oversees day-to-day administrative leadership.

The City Manager is the Chief Administrative Officer of the City. They work closely with the Mayor and City Council to develop policy priorities, pursue strategic opportunities, and implement the Council's vision in the City's departments and programs. The Manager is responsible for developing and managing the annual budget, managing community and economic development projects, overseeing personnel matters, implementing City Council decisions, and managing the delivery of City services.

The Manager must be the consummate generalist and have broad knowledge of public sector management practices; collective bargaining and labor relations; economic development tools and techniques; municipal budgeting; and long term capital planning. They must be able to establish and maintain a visible presence in the community and easily transition from strategic conversations about redevelopment opportunities and growing the tax base to operational matters such as better use of technology in the workplace. While the position has many responsibilities, it is primarily a people-centered position. A detailed job description is available at www.barrecity.org.



PRIORITY INITIATIVES FOR NEW MANAGER

- ✓ Flood resiliency: complete the restoration and mitigation efforts in the City's North End.
- ✓ Economic development: position Barre to continue new investment by championing public/private partnerships and access to State housing incentives.
- ✓ Infrastructure: continue to plan and assemble resources to invest in streets, water and wastewater improvements, and capital investment in equipment and facilities.
- ✓ Technology: modernize City's use of technology for internal and external systems.
- ✓ Fiscal stability: continue efforts to provide efficient and effective services at reasonable cost.



DESIRED CHARACTERISTICS

Entrepreneurial mindset. The Manager should be comfortable with public/private partnerships and able to lead a team to overcome obstacles.

Consensus builder. Barre has an active and engaged public, strong labor unions, and many partner organizations. The Manager should be a skilled communicator who can find the common ground that allows progress to be made.

Strong, working knowledge of public management. Previous experience as a Town/City/County Manager in a full-service community is desirable, though the City will also consider applicants who have served as a senior manager in a state, federal, or regional government.

Ability to think strategically and anticipate possible outcomes based on knowledge and experience. The next Manager must be able to navigate through challenging political waters.

Systems thinker. The Manager must be able to help modernize City systems, both public facing and internal.



COMPENSATION/QUALIFICATIONS

The City Council envisions starting the next Manager with an annual salary between \$145,000 and \$165,000, depending on qualifications and experience. Retirement benefits are provided through the Vermont Municipal Employees Retirement System Group C, with full retirement eligibility at age 55. A relocation stipend of up to \$7,500 is available. The Manager will receive either a City car or a mileage stipend.

A Bachelor's Degree and five years of public sector management experience is required; a Master's Degree is preferred.

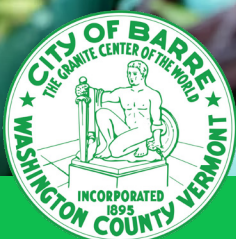
THE PROCESS

The City has formed a search committee who will conduct the first round of interviews. The committee is comprised of two City Councilors, two department heads, directors of the Barre Partnership and Barre Area Development Corporation, and a member of the public. Recruitment is being managed by the Vermont League of Cities and Towns.

Initial review of resumes is planned for August 14, 2026.

To apply, please send a PDF formatted resume and cover letter via email to Dominic Cloud:

dcloud@vlct.org | (802) 309-1775



For more information on Barre, please visit www.barrecity.org.