

**CITY MANAGER
THE CITY OF LAS CRUCES,
NEW MEXICO**

This is an exceptional opportunity for a seasoned management professional to live and work in a dynamic, vibrant and growing community in the State of New Mexico. The City Council is seeking a progressive, innovative and professional City Manager to lead the City organization as it grows and develops for the future.

After a number of successful years as City Manager of Las Cruces, Robert Garza, current City Manager, has announced his intention to retire and is leaving the organization in an excellent position for the future.

The successful candidate for the position of City Manager of the City of Las Cruces should meet the following criteria: Possess a Bachelor's degree in public/business administration, political science, or related field from an accredited college or university. A Master's degree in a related field is preferred; Display evidence of continued professional development such as designation as an ICMA Credentialed Manager; Have proven and demonstrated executive-level management experience with a minimum of five to seven years of progressively responsible experience as a City Manager, Deputy or Assistant City Manager in a municipality of similar size and complexity; Have experience in finance and economic development and someone who knows a little about every aspect of each City department; Experience in a growing city and experience with successful planning for growth and development.

The City Manager is the Chief Administrative Officer of the City appointed by a majority of the City Council. The City Manager shall be responsible to the City Council for the administration of all City affairs, including but not limited to the administration of all organizational units placed in the City Manager's charge by the City Charter and by ordinance.

The City Manager shall be appointed on the basis of executive and administrative qualifications. He/she is required to be a resident of the City of Las Cruces within a reasonable time after appointment (as specified by the City Council).

Las Cruces is New Mexico's second largest and one of the fastest-growing cities with a population of more than 103,000. It is situated where I-10, I-25 and U. S. 70 meet. The City is surrounded by the Organ Mountains and Desert Peaks National Monuments.

Agriculture, New Mexico State University, and White Sands Missile Range are essential to the financial base of the area. The New Mexico Spaceport America will add to the economic viability of the region in the near future.

The Mission of the City of Las Cruces is to provide responsive, cost-effective and high quality services to the citizens of Las Cruces.

The City of Las Cruces operates under a Council/Manager form of government. Policies

are set by the City Council and administered by a professional staff, including two assistant city managers, directed by the city manager. The City Council consists of six City Councilors and the Mayor, who chairs the Council meetings. The Mayor and City Council serve staggered four-year terms. The City Council has one employee: the City Manager. All other City employees report to the City Manager.

The current overall budget of the City is \$301,916,081 and there are currently 1323 FTE and 146 part-time City employees. In addition, there are 42 contract employees and 143 full-time and 10 part-time Fiscal Agency employees for a total of 1,664 total employees. There is currently no general obligation debt and the City has adequate financial reserves for the future.

The City of Las Cruces recognizes there are critical issues facing the community that need to be addressed. To this end, the City has developed a strategic planning process to set long-term, broad, policy-level goals to guide actions, initiatives and projects. This planning process has evolved through several stages, most recently with the completion of the 2012 plan, to the development of the 2014-2019 plan.

The starting annual salary for the City Manager position will be market competitive depending upon the qualifications and experience of the selected candidate. An excellent fringe benefit plan will be provided as well. Reasonable relocation expense reimbursement will be negotiated.

This position is open until filled. First review of candidates will occur on March 25, 2016.

Confidential resumes should be sent by close of business on **March 24, 2016**, to **James L. Mercer, President/CEO, The Mercer Group, Inc., 1000 Cordova Place, #726, Santa Fe, NM 87505. VOICE: 505-466-9500; FAX: 505-466-1274. E-Mail: j Mercer@mercergroupinc.com; Website: www.mercergroupinc.com EOE.**

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