



CITY MANAGER

St. Joseph, Missouri



THE COMMUNITY



Tucked along a bend of the Missouri River in northwestern Missouri, the City of St. Joseph is a vibrant community of over 72,000 residents built on a rich past and made with uncommon character.

The roughly 45-square-mile county seat for Buchanan County and a regional hub within a quad-state area, its location at the crossroads of Interstate 29 and Missouri Highway 36 places it less than an hour from Kansas City, pairing small-town charm with big-city conveniences. With its deep historical roots, abundant amenities, affordable housing, and substantial economic prospects, St. Joseph offers its residents an exceptional quality of life.

This is a place where history and progress come together. Known as the starting point of the Pony Express and the site where Jesse James met his demise, the city is rich with history, offering a glimpse into the Old West through its well-preserved architecture and numerous historical sites. Founded over 175 years ago, St. Joseph built its reputation as a key stop along the Missouri River for settlers and travelers making their way west. Today, its historic downtown is a testament to that rich past, with impressive buildings listed on the National Register of Historic Places. Among the community's 13 museums sit specialty attractions like the Pony Express National Museum, Black Archives Museum, and Jesse James Home Museum, and visitors can find nods to the past among the community's dozen-plus annual festivals.

Today, that civic pride continues to burn bright. The city's crown jewel is its vast parks system, with 48 parks, including the 26-mile scenic parkway stretching across town, providing residents with ample outdoor recreational spaces. The new River Bluff Trails Park is already renowned for having some of the best mountain biking trails in the region, and the Remington Nature Center immerses visitors in the region's beauty. Future developments near the Missouri River promise even more recreational opportunities.

The arts are also thriving, particularly in the revitalized downtown area, where new venues have built a burgeoning arts and cultural scene. The Albrecht-Kemper Museum of Art is a nationally recognized advocate for American art and culture, and the City-owned Civic Arena offers as much as 19,000 square feet of unobstructed exhibit sports, or performing arts space along with seating for 2,300. The Children's Discovery Center, a public-private partnership offering 35,000 square feet of family-friendly attractions, is scheduled to open in December.

Those who prefer a day at the game over a day in a museum can be found cheering on the St. Joseph Mustangs, the city's minor league wood-bat baseball team, or prepping for their Fantasy Football roster while visiting the Kansas City Chiefs' annual summer training camp alongside NFL fans from across the country. Shopping and dining are also readily available, with The Shoppes at North Village and East Hills Mall providing a range of options. The Belt Highway corridor, which runs the length of the city, offers an array of retail and restaurant choices, while the downtown district features local boutiques, antique shops, and a growing number of craft breweries.

St. Joseph's economic development is also on the rise. Proximity to Kansas City International Airport makes its location convenient for business and leisure travel alike. In addition to serving private aircraft, Rosecrans Memorial Airport is home to the 139th Airlift Wing of the Missouri National Guard. Meanwhile, the St. Joseph Port Authority offers commercial access to the Missouri River and major highways and interstates place the community within easy driving distance of more than 15 metropolitan areas.

The community's population has fluctuated in recent years, but its manufacturing sector continues to thrive, making St. Joseph the third-largest exporter in Missouri. Recent industrial developments, such as CII (formerly Cereal Ingredients, Inc.) and expansions at businesses like Interlock Steel Structures and Boehringer Ingelheim highlight the city's strong economic foundation. St. Joseph's collaborative spirit is evident in its partnerships with the local Chamber of Commerce, Missouri Western State University, and numerous nonprofits, ensuring a bright future for the region.

Healthcare in St. Joseph is anchored by Mosaic Life Care, a major provider serving northwest Missouri, offering a wide range of medical specialties and advanced care. Education is equally a priority, with the St. Joseph School District providing K-12 public education options alongside private and parochial schools like Bishop LeBlond High School and St. Joseph Christian School. Missouri Western State University also calls St. Joseph home, providing higher education opportunities and contributing to the local economy and workforce development. Hillyard Technical Center offers programs that provide opportunities for growing our own workforce development.

The median household income in St. Joseph is about \$54,515, while the median home sells for about \$180,600.

TOP EMPLOYERS

Mosaic Life Care

Triumph Foods

St. Joseph School District

139th Airlift Wing,
MO Air National Guard

Boehringer Ingelheim

Wal-Mart

City of St. Joseph

Tyson Foods

American Family Insurance

Western Reception,
Diagnostic & Correctional Center



Made with Uncommon Character

GOVERNANCE & ORGANIZATION



St. Joseph is a full-service, charter city operating under a council-manager form of government with a nine-person City Council — an at-large mayor, four at-large council members, and four district-elected council members. Elected officials serve four-year terms, though a recent Charter Amendment supported staggering council member elections after 2026. The four district members will be elected to two-year terms in 2026 to accomplish this.

The City Manager serves at the pleasure of the City Council and executes its vision and legislative policies. Acting as chief administrative officer, they oversee an annual budget of approximately \$216 million and the organization's 650-700 employees working in police and fire services, parks and recreation, public health, public works (including sewer services), planning and zoning, and administrative functions. In addition to the City Manager, the City Council appoints a City Clerk.

The City has long maintained a strong tradition as an active, engaged organization, with community partnerships integral to the success of new initiatives. St. Joseph has also been experiencing renewed pride and investment, manifested through recent overwhelming approvals of a use tax (renewal), CIP sales tax (renewal), parks tax (new), and police tax (new), in addition to a temporary sales tax that supported needed levee improvements.

The \$60 million Parks Tax will enable improvements throughout the parks system, including \$13 million in renovations to the City's largest park, construction of a new splash park and shallow-depth pool, eventual construction of a new competition-level pool, and construction of a new park. The recently renewed \$70 million CIP program will similarly have a broad impact, with improvements including a new fire station and a renovated fire station, a major thoroughfare widening, and significant improvements to the Civic Arena. ARPA funding has also recently supported various capital projects.

MISSION & VALUES

Fulfill our local government role in a manner that enables our community and citizens to prosper, embracing...

High-quality service and opportunities to ease challenges that are inherent in governing;

Sustainability in our decision-making processes;

Collaboration internally and with others who work to make St. Joseph a better community;

Ethical and forthright efforts to administer governmental activities; and

Dedication to making the City a desirable employer for those who are also committed to the St. Joseph community.

STRATEGIC GOALS

Strategic goals for the community and municipal organization were developed during a recent consensus-building workshop. This team effort between the Council and staff leadership groups resulted in the following strategic goals for the City of St. Joseph:

Maintain and enhance city assets

Ensure fiscal responsibility

Build community connections

Improve access to public safety & services

Create a clean and vibrant city

Invest in our people

Revitalize community spaces and become a destination location

ABOUT THE POSITION



Serving at the pleasure of City Council, St. Joseph's City Manager is the organization's chief administrative officer, responsible for supervising the daily operations of its committed team of public servants.

Working through and alongside ten direct reports - the Director of Public Works and Transportation, Director of Human Resources, Director of Parks, Recreation and Civic Facilities, Director of Planning and Community development, Director of Finance, Director of Health, Director of Communications and Community Engagement, City Attorney, Police Chief, and Fire Chief - the role's essential duties include:

- Overseeing the day-to-day operations of the City and administratively fulfilling the policies set forth by the City Council.
- Attending all council meetings and work sessions, making recommendations, and providing professional advice about current issues, financial conditions, and future City needs.
- Preparing and submitting the annual budget and capital program to the council, as well as quarterly updates and annual reports, and ensuring all materials, supplies, and capital outlay are purchased in accordance with the City's procurement policy.
- Overseeing that all laws, charter provisions, and acts of the council are faithfully executed and that all contract and public utility franchise terms and conditions are faithfully performed.
- Preparing reports as needed concerning the operations of City departments, offices, and agencies.

OPPORTUNITIES & CHALLENGES



With longstanding community leadership, a consistent vision, and unwavering optimism, the new City Manager has an opportunity to be a community leader who will help St. Joseph become its best.

New leadership at the Community Alliance, the chamber, the university, — and soon at the school district — will offer a unique chance to build a network of established experts and new, energetic leaders. This partnership will work holistically to manage various aspects of growth, including supporting regional economic goals, offering housing opportunities across the income spectrum, and aligning a City comprehensive plan with the Community Alliance's 2040 strategic plan.

This position will also come with challenges. As an established community, St. Joseph must focus on maintaining and preserving its assets, infrastructure, and facilities through a sustainable plan. That will include scrutinizing expenses while supporting needed projects and services, as well as compensation and competitive benefits for employees.

As a regional center, the City must additionally confront social issues like “middle housing” accessibility, neighborhood revitalization, blight in older areas of town, and a rise in visible homelessness — and as a longstanding commerce leader in industrial manufacturing, the City must work with its partners to foster and support a skilled workforce. This particular challenge will also manifest within the organization as the City prepares for several key employee departures over the months and years ahead.

IDEAL CANDIDATE



The City of St. Joseph is seeking a skilled and community-focused City Manager ready to lead with vision, strategy, and a commitment to excellence.

The right fit for this position is collaborative and approachable, able to work closely with the City Council, directors, employee groups, and other civic leaders to move initiatives forward. St. Joseph is a tight-knit community, and the new hire must understand the responsibility of representing and advocating for the organization while building and maintaining vital relationships with partners within the Community Alliance as well as regional and state governmental entities.

The next City Manager must have a deep understanding of their role in guiding and advising the City Council, ensuring all members are well-informed and treated equitably while maintaining political neutrality. They must also feel confident about communicating council policies clearly to staff and the broader community, steering the City toward thoughtful, balanced decision-making. The ideal candidate offers:

- *Leadership:* The City Manager must demonstrate strong organizational leadership, “leading from the front,” empowering department heads to manage their areas without micromanagement while insisting on accountability and productivity. The ideal candidate will have experience mentoring and coaching staff and have a pulse on activities across all functional areas of city government.
- *Strategic Vision:* The City Manager will be responsible for steering the organization toward its strategic goals and guiding initiatives while leaving day-to-day management to department leadership. They must be able to think creatively and find new solutions, taking the time to understand the root causes of complex problems.
- *Financial Expertise:* Strong financial management skills are critical, including a solid understanding of both government finances and private-sector business principles.
- *Negotiation and Diplomacy:* The ideal candidate will have strong negotiating skills and a solution-oriented approach, especially in labor relations. They should be able to arrive at solutions that respect all parties while addressing tough issues diplomatically and accountability, and delivering difficult news with care.
- *Emotional Intelligence and Communication:* The next City Manager must possess high emotional intelligence, offering balanced and thoughtful perspectives when facing complex issues. Engaging the public meaningfully and implementing successful public engagement strategies will be critical.
- *Operational Knowledge:* A deep understanding of municipal operations, public administration, and the principles that guide them will be essential. The ideal candidate will be able to plan for and execute the City’s long-term goals and projects.
- *Ethical Leadership:* A commitment to honesty, candor, and ethical leadership is non-negotiable. St. Joseph’s next City Manager will uphold the highest standards of professional conduct, ensuring fairness, respect, and transparency in every aspect of their work.



A bachelor's degree in public administration, business administration, finance, or a closely related field is required, with a master's degree preferred. Candidates should also have seven (7) years' experience in municipal government in increasingly responsible positions, part of which should be as a City Manager or Assistant City Manager with significant managerial responsibilities.

The selected candidate must hold a valid Missouri driver's license throughout their tenure. Please note that they will also be required to establish residency within the city limits, as the Charter requires.

COMPENSATION & BENEFITS

St. Joseph is offering a salary range of \$175,000-\$200,000 for this position, depending on experience and qualifications. The organization's benefits package includes health and life insurance, generous paid leave, and free use of the community REC Center. This role is also eligible for a vehicle allowance.

The City participates in the Missouri Local Government Employees Retirement System L-6 plan, vesting at five years.

APPLICATION PROCESS

[Please apply online](#)

For more information on this position, contact:

Jeff Tyne, Senior Vice President
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623-628-1478



The City of St. Joseph, Missouri, is an Equal Opportunity Employer and values diversity in its workforce. Applicants selected as finalists will be subject to a comprehensive background check.

RESOURCES

City of St. Joseph
stjosephmo.gov

St. Joseph Economic Development
choosesaintjoseph.com

Downtown St. Joseph
downtownstjoemo.com

St. Joseph Chamber of Commerce
saintjoseph.com

St. Joseph Convention & Visitors Bureau
stjom.com

Uncommon Character
uncommoncharacter.com

Imagine St. Joseph
imaginestjoseph2040.com

