



Building the Best Hometown in America®

THE CITY OF ALLIANCE, NEBRASKA IS HIRING A

CITY MANAGER



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ABOUT ALLIANCE

Alliance is an attractive, full-service city located in Box Butte County in the center of the beautiful Nebraska Panhandle. This area is a hunter and fisher's paradise with incredible natural beauty. The 8,100 residents of Alliance are proud of their history, amenities, and the quality of life the community provides.

There is an abundance of outdoor recreation available year-round. Alliance is a progressive City known for its parks, arts, and numerous community attractions like Carhenge.

This historic community is the county seat, located about 2.5 hours from Cheyenne, WY and Rapid City, SD and 3.5 hours from Denver, CO.

Alliance offers the very best of small town living with a vibrant school system, shops and restaurants and a beautiful parks and recreation system. The City of Alliance is well on its way to achieving its vision of "Building the Best Hometown in America®."

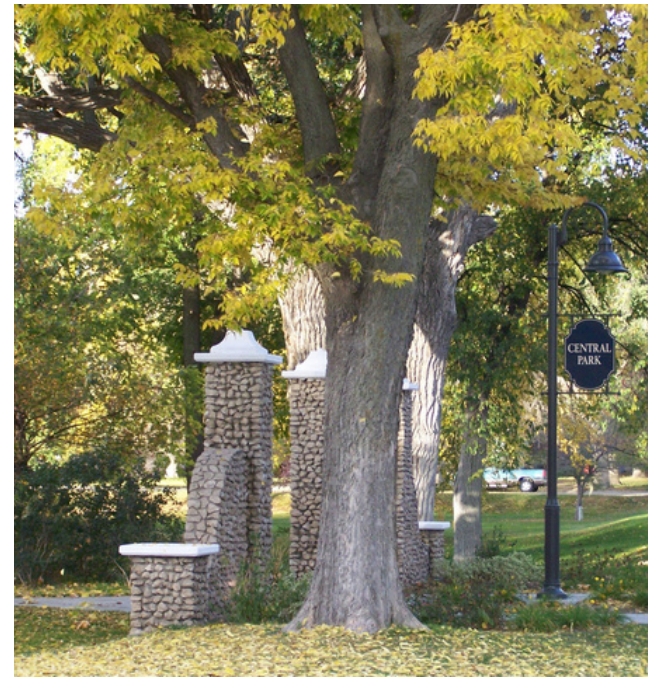
Once known as the "Queen of the Plains," Alliance incorporated in 1888 and the population continued to swell. The City proved innovative in 1921 when it became one of the first cities in the nation and the first in Nebraska to adopt the city-manager form of government.

The City had the moniker as the "Cattle Capital of Nebraska" through the 1930's. During the 30's the City also benefitted from a WPA project which resulted in a unique 135-acre park that remains a strikingly beautiful centerpiece of the community today.

During the 1970s, the cattle industry gave way to coal as the railroad switched to transport from the mines of Wyoming to electric plants throughout the Midwest. The railroad remains as an anchor of Alliance's industry, employing over 1,000 people.

The City is served by a municipal airport that provides private and commercial air service. Daily flights to Denver are operated by an EAS-supported airline.

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THE COMMUNITY



Alliance has a breathtakingly beautiful park system that runs through the center of town. The parkway is dotted with unique treasures such as the lighted Central Park Fountain built in 1935, the Sallows Military Museum, the Knight Museum and Sandhills Center, the Big Blue Bay Swimming Pool, Dog Park, Rolling Prairie Disc Golf Course, and Historic Sunken Garden, all connected by a trail system that wraps around Laing Lake.

The City has many ball fields and has hosted numerous regional events in baseball, softball, and track & field. Skyview Golf Course offers 18 holes of family friendly championship golf.

Alliance has a wide variety of events that span the year and the imagination. Young and old alike partake in community celebrations throughout the year. Some of these events include:

- Route 385 Cruisers Car Show
- July 4th Fireworks
- Heritage Days Celebration
- Bands on the Bricks Musical Entertainment
- Autumn in Alliance

In 2013, the City accepted the donation of Carhenge, and now this amazing attraction brings in over 100,000 visitors per year. The Carnegie Arts Center attracts art shows from around the region and country in a picturesque setting.



EDUCATION

Alliance Public Schools – home of the Bulldogs - consists of facilities for early childhood education (pre-K), Emerson Elementary for grades K-2, Grandview Elementary for grades 3-5, Alliance Middle School for grades 6-8 and Alliance High School for grades 9-12. Alliance Public Schools is a district of approximately 1,400 students and is accredited by Nebraska Department of Education. The District strives to provide robust educational options to meet the needs of a diverse student population. There are also private educational opportunities available for pre-K through 8th at St. Agnes Academy and K through 8th grade at the IELS Lutheran School.

Western Nebraska Community College maintains a campus in Alliance. The Alliance Campus was initially established as a nursing school in 1957. Though the campus was long ago integrated into the Western Nebraska Community College system, nursing remains a popular program in Alliance. But there is more! The Alliance Campus also offers a large selection of courses each semester and is equipped with Interactive Video (ITV) distance learning classrooms, so you can attend classes that are being held concurrently in Scottsbluff or Sidney. The Powerline & Construction Maintenance Technology program also routinely attracts many students each year. The Powerline Lab and Indoor Training Facility gives students an opportunity to train in the classroom, outdoors, or in the newly created Indoor Training Facility.

THE GOVERNMENT

CITY OF ALLIANCE, NEBRASKA
CITY MANAGER

The City of Alliance is a city of the First Class operating under the City Manager form of government. Alliance was the first Nebraska city to change to this form of government in 1921. The City governing body is comprised of five Council members elected "at-large" who elect one member to serve as President and Mayor pro-tem. The five-member council appoints the City Manager. The City Manager serves as the chief administrative officer of the City and oversees the operation, programs and personnel of all City departments and has final responsibility for all personnel actions. The City Manager develops and issues administrative rules and procedures necessary to ensure proper functions of all departments including public information and City Council agenda preparation.

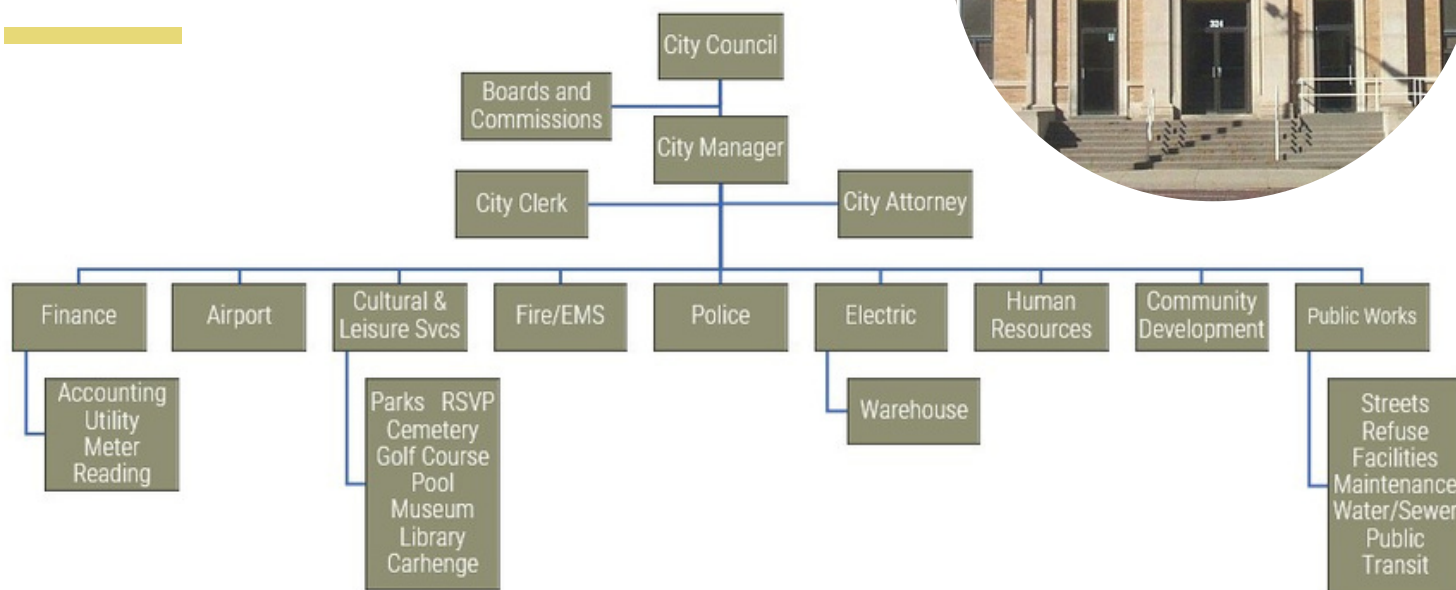
The city employs 100 full-time employees with over 20 more part-time and 65 seasonal positions. The City's total budget is \$74 million including the general fund and several enterprise funds. These include:

- Electric, Sewer, Water and Refuse: \$30.3 million
- Airport and Transportation funds: \$11.7 million

Governmental funds including the General, Public Safety, Public Works, Culture and Recreation departments comprise \$32.1 million of the City's total budget.



CITY ORGANIZATION



Alliance is a full-service city offering police protection with 12 sworn officers. Fire and Emergency Medical protection is provided with 5 full-time and 43 volunteer fire fighters and medical technicians. The City operates a commercial airport and public transit system, a municipal golf course, cemetery, pool, library, two museums, a Senior Volunteer Program and Center, and a variety of parks with playground equipment, trails, and ball fields.

City services also include street repair and maintenance, snow removal, facility maintenance, refuse collection, and water and sewer services, as well as urban and rural electrical generation and distribution services.

THE POSITION

CITY OF ALLIANCE, NEBRASKA
CITY MANAGER

- Plans, directs, and oversees City operations, programs, and services and ensures systems are in place to evaluate and promote quality, cost-effectiveness and responsiveness to the needs of the City
- Develops and issues administrative rules, policies, and guidelines to ensure proper functioning of all departments and superior provision of City services
- Advises and directs department heads in the vision/goals/policy direction of Council
- Supervises all City staff directly or through supervisors; acts as final authority on all personnel actions
- Drafts or oversees preparation of City ordinances, resolutions, and policies for Council approval
- Oversees preparation of the Council agenda and prepares or approves packet material
- Attends and participates in all Council meetings and other meetings as needed
- Provides information, guidance, and sound recommendations to Council and ensures the directives of the Council are implemented
- Sees that the laws, ordinances, and resolutions of the Council are enforced
- Promotes effective community relations responding to requests/concerns of citizens
- Prepares annual budget/keeps Council informed on the City's financial condition
- Represents the City with other governmental agencies
- Ensures effective management and utilization of city assets; recommends upgrades
- Develops and maintains a positive, productive working environment as the leader of the entire organization
- Evaluates potential projects, programs, and services to determine feasibility, community impact and makes recommendations to the Council
- Administers appropriations, analyzes bids and proposals, and approves or recommends approval of major purchases and contracts
- Ensures financial controls are in place and the City maintains an acceptable bond rating
- Represents the City in collective bargaining matters; negotiates agreements with the assistance of the HR Director and acts as final authority in all grievances and disputes
- Approves press releases and provides information to the media; addresses the legislature when needed and speaks to community business and civic groups
- Reviews department head personnel and pay decisions and/or recommendations and resolves or advises on resolution of employee complaints and hires all staff
- Provides or oversees staff assistance to all municipal commissions and boards
- Attends Economic Development meetings and provides advice and assistance on economic development initiatives



Current Projects and Opportunities

The FY 2025-2026 budget calls for \$11.7 million in financing for capital improvement projects in both governmental and enterprise funds that will include major projects throughout City departments:

- \$1.5 million in Public Safety equipment replacement and upgrades in Police and Ambulance departments
- \$3.6 million in Airport improvements and runway light replacement project
- \$3.2 million in Street Overlay projects
- \$3.7 million in new well construction and water line replacement
- \$1 million in sewer line and sewer equipment replacement
- A new public safety facility is under discussion and will require leadership to guide this project from conception to financial planning and approval
- Strategic development of alternative energy source for the electric utility

The next City Manager in Alliance shall be a visionary and transformational leader with competence born from expertise, possessing an approachable demeanor, calm under pressure, who views themselves as responsible to the residents and the City Council.

A true believer in the philosophy of servant leadership with a demonstrable commitment to this belief will very much define what the ideal manager in Alliance should be. They will have outstanding leadership skills, whose management style is focused on collaboration and relationship building. A candidate comfortable with a micromanagement style is not likely to be successful in this role.

The ideal candidate should have a track record of excellence in budgeting, financial management, and economic development. They are trustworthy and dependable, will lead by example, and always demonstrate honesty, integrity, kindness, fairness, and diplomacy. The City Manager will be friendly, calm, collected, with the ability to make clear and concise decisions and will desire to immerse themselves in and be an engaged part of this community.

The City Manager will be a motivator who will work collaboratively with staff and empower them and trust them to handle their sphere of influence. This person will encourage teamwork and will be comfortable getting out amongst the departments. Succession planning across all departments is important, so an individual who is comfortable with mentorship and professional growth as part of their leadership style is critical.

This person must have outstanding communication skills, both verbal and written, and be able to make clear and concise presentations to the City Council and public. The City Manager will be able to lead and guide the Council without taking sides or playing politics and will be supportive of staff when warranted. They should be well-versed in municipal planning including experience with housing initiatives, which will be helpful in guiding that development in Alliance. A track record of success in attracting business and economic development is valuable and desired.

Qualifications

- Bachelor's degree in Political Science, Public Policy, Public Administration, or a related degree field is required; however, it is preferred that the City Manager will have a Master's degree in public administration or a related field from an accredited college or university
- Minimum of five years of progressively responsible management and supervisory experience in municipal management, preferably in a similar-sized community
- Membership and/or credentialing in a professional association in city management is desired
- Equivalent education and/or experience in the private sector for an organization of similar size and complexity that would equip the individual with the requisite knowledge, skills and abilities to perform the functions of the position may be considered



HOW TO APPLY

CITY OF ALLIANCE, NEBRASKA
CITY MANAGER

Compensation:

Salary range: \$140,000 - \$190,000 annually depending on qualifications with a competitive benefit package. Relocation assistance is available.

To Apply:

Email your cover letter with a two-sentence value proposition and resume by December 19, 2025 to clowe@governmentpros.com. First review of resumes will begin at that deadline and the position is open until filled.

Faxed and mailed submissions will not be considered.

Questions should be directed to Chris Lowe at (785) 766-9104 or emailed to clowe@governmentpros.com.

**For additional information
about the City of Alliance,
please visit:**

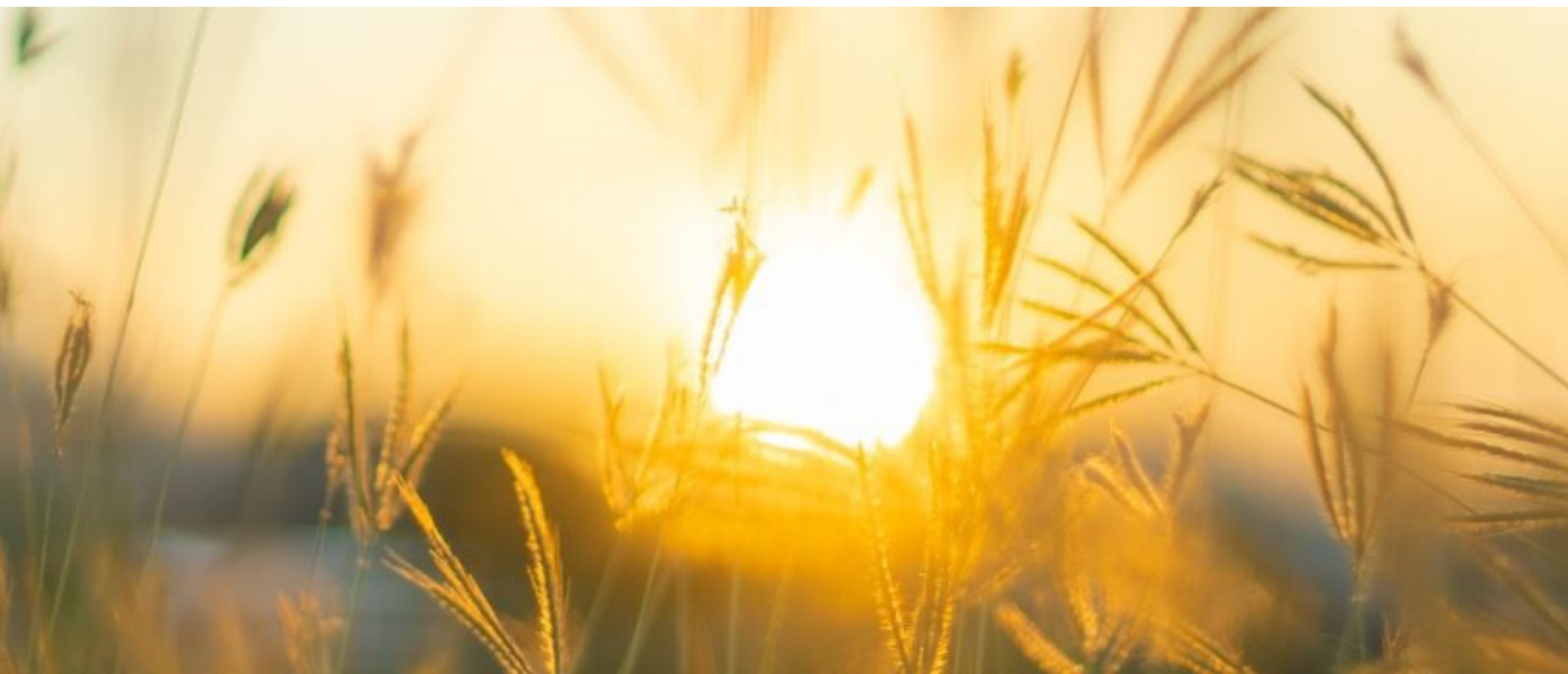
CityOfAlliance.net

AllianceChamber.com

AllianceBulldogs.org

BoxButteDevelopment.com

The City of Alliance is an Equal Opportunity Employer and does not discriminate on the basis of race, color, religion, national origin, sex, age, disability, genetic information or any other status protected by law or regulation. It is the City's intention that all qualified applicants be given equal opportunity and that selection decisions are based on job-related factors.



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