



Clarinda City Manager



**Apply by October 10, 2026
4:30 PM Central Time**

The City of Clarinda, Iowa (5,369), proud home of Glenn Miller, seeks a dynamic and strategic and forward-thinking, creative leader and has outstanding financial management, economic development, communication, and organizational development capabilities for its next City Manager. Clarinda is a mature community and is the county seat of Page County. Clarinda enjoys an enviable location 125 miles southeast of Des Moines, 80 miles southeast of Omaha, and 125 miles north of Kansas City. Clarinda's community charm, and forward-thinking elected officials, and supportive business environment offer a unique professional opportunity to enjoy an amazing quality of life and facilitate impressive economic growth. The City Manager will be visible and integrated into the close-knit community.

Please contact Theia Management Consulting
at 515.322.6597 with any questions.

Recruitment Timeline

Application materials due
by: October 10, 2026, 4:30
p.m. CT

Virtual Interviews for
Candidates: October 15, 2026

Finalist interviews:
November 6-7, 2026,
including community tours
and public meet and greet

Employment Start:
30-45 days post employment
agreement approval



City of Clarinda, Iowa

City Manager

Population 5,369

Our Community

Clarinda is a charming community with many beautiful parks and recreation areas for outdoor fun, as well as the Clarinda Lied Center for indoor activities.

Clarinda is home to many unique amenities and activities, such as the Glenn Miller Birthplace Home & Museum; Clarinda Carnegie Art Museum; the Clarinda Promenade Walking Tour, covering a 20-block area filled with 14 historic buildings; Clarinda A's Baseball; and the Nodaway Valley Historical Museum.

Clarinda is the county seat of Page County, served by an active Chamber of Commerce and the Clarinda Economic Development Corporation, and offers a business-friendly environment. Clarinda has adopted the Vision 35 Plan, a strategic plan designed to address current community needs while building a vibrant, connected, and prosperous future. It is anchored in three core priorities: People, Place, and Prosperity. The plan includes strategies related to promoting Housing, Educational Investment, Family Care, Wellbeing & Engagement, and Proactive Infrastructure Development, and Community Attractiveness & Appeal, among others.

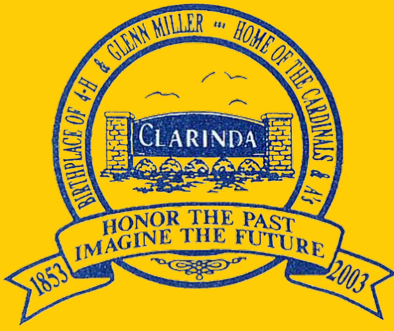
Clarinda is well-positioned for growth, with a certified development site, strong infrastructure and active economic development groups and programs, all supported by a strong strategic vision.



Clarinda operates a water and wastewater utility.



Clarinda is proud to be the home of Glenn Miller, famed American big band conductor, arranger, composer, trombonist, and recording artist. Miller was also a Major in the U.S. Army, disappearing in 1944 during a flight over the English Channel.



City of Clarinda, Iowa

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Economy

The largest industries in Clarinda are Manufacturing (602 people), Health Care & Social Assistance (354 people), and Retail Trade (203 people), and the highest paying industries were Agriculture, Forestry, Fishing & Hunting, & Mining (\$100,417), and Public Administration (\$58,125).

From 2023 to 2024, employment in Clarinda, IA grew at a rate of 1.49%. The most common job groups, by number of people living in Clarinda, IA, are Production Occupations (371 people), Office & Administrative Support Occupations (159 people), and Management Occupations (138 people).

City Organization

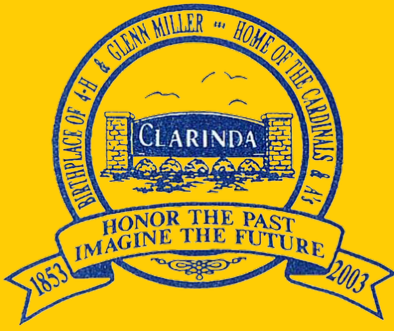
Clarinda is a Council/Mayor form of government with a City Manager. The City is governed by a Mayor and a five-member City Council elected to four-year terms. The City Council meets regularly on the second and fourth Wednesdays of every month at 5:15 p.m. with special meetings as needed. The Mayor and Council are assisted by citizen boards and commissions including Planning and Zoning Commission, Board of Adjustment, Tree Board, Library Board, Low Rent Housing Authority, and the Regional Health Center Municipal Hospital Board of Trustees. The City employs a full-time staff of 28, as well as 32 part-time staff members and 8 seasonal employees. The total budget is \$113,504,790 million, excluding transfers, with a general fund of \$3,115,890 and levy rate of \$17.25000. The City police force consists of 10 full-time sworn positions, including the Police Chief. Fire protection services are provided by a full-time Fire Chief and a 24-member volunteer department. The City operates a water and wastewater utility.



Clarinda is the county seat of Page County.



Clarinda Lied Recreation Center is operated by the Parks and Recreation Department and includes a swimming pool, track, basketball courts, etc. The Center offers a full slate of classes and programming as well as meeting facilities.

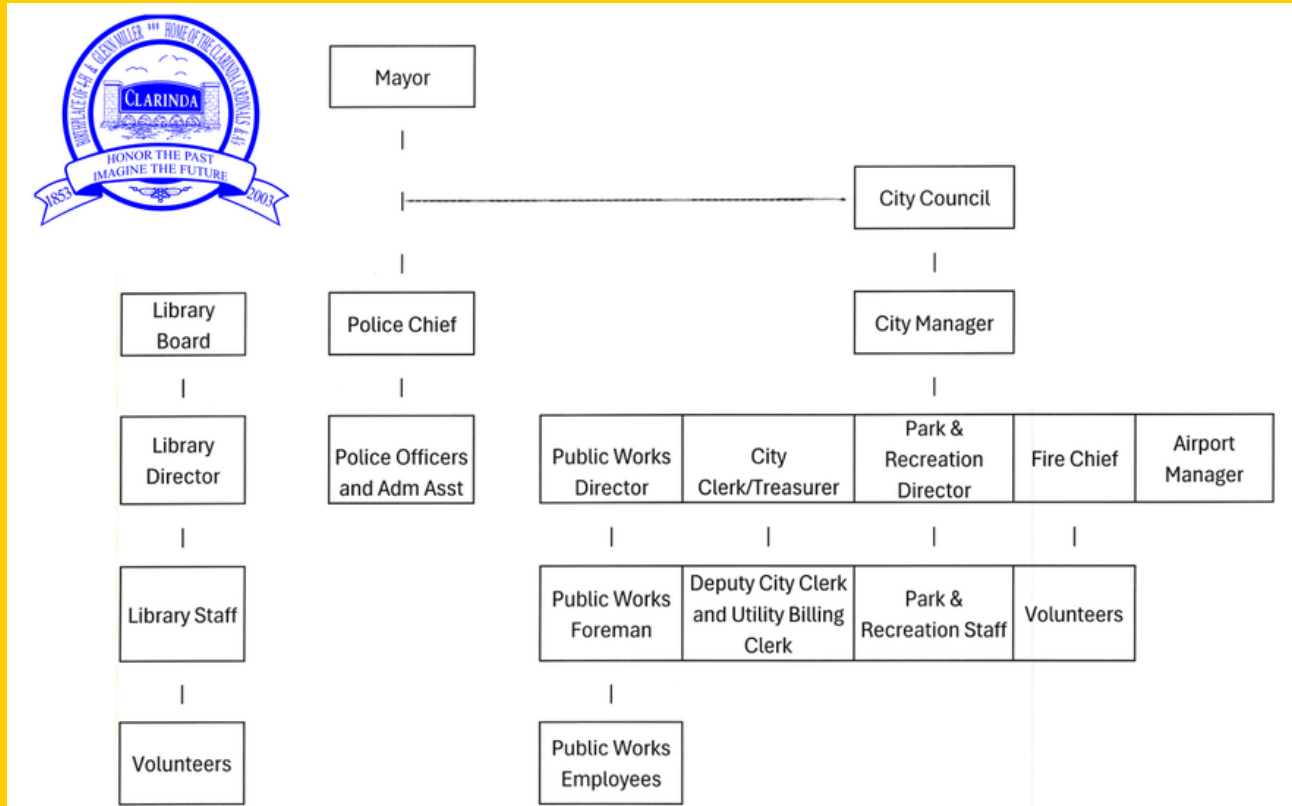


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Organizational Chart



Parks and Recreation

Clarinda has many beautiful parks and recreation areas for outdoor fun, as well as the Clarinda Lied Center for indoor activities, including pool programs, youth programs, and group wellness. The Lied Center offers racquetball, frisbee golf, a pool & splash pad, and a gymnasium.

City Park, Landers Park, Kiwanis (Dinosaur) Park, Hockenberry Park, Schenck Lake Park, and two pocket parks comprise the community's parks. The Clarinda Community Trail is one mile in length and located at the Main City Park. It encircles the park, passing by picnic areas, tennis courts, ballfields, and playground areas, as well as agricultural land with a view of the Nodaway River and the rolling hills of Page County.



The Daddy-Daughter dance is a popular annual event.



City of Clarinda, Iowa City Manager

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Education

The Clarinda Community School District (the Cardinals) is headquartered in Clarinda and covers multiple communities in both Page and Taylor Counties. Clarinda Community School District contains 2 schools and has 1,084 students in grades PK, K-12 with a student-teacher ratio of 14 to 1. According to state test scores, 78% of students are at least proficient in math and 76% in reading. CCSD offers multiple athletic opportunities. It also has career and technical opportunities in the following service areas: agricultural education, business education, family and consumer sciences education. Clarinda Lutheran School offers faith-based educational opportunities.

Iowa Western Community College provides higher education opportunities in the region.



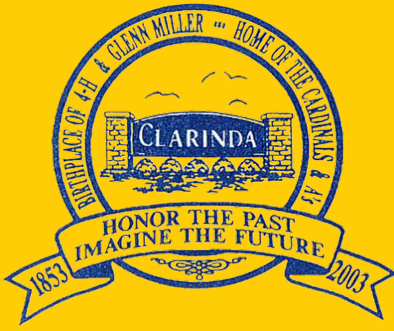
The Clarinda Community School District

Transportation

Clarinda is located in southwest Iowa, approximately 125 miles southwest of Des Moines, IA; 80 miles southeast of Omaha, NE; and 125 miles north and slightly east of Kansas City, KS/MO, all of which have major airports. The community is served by the Southwest Iowa Transit Agency and Jefferson Lines and FlixBus for transport to larger cities like Omaha and Des Moines. Clarinda offers manageable walkability mainly concentrated in its downtown area. Clarinda is a walkable community, with sidewalks and essential amenities such as restaurants and shops are easily accessible by foot around Main Street and the city park, making it convenient to handle basic errands without a vehicle.



The Glenn Miller Birthplace Museum & Home explores Miller's rise to fame during the swing era, service in WWII, and the last impact of his music.



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Cultural Opportunities

Clarinda offers cultural experiences that are rooted in community events, with additional opportunities available in nearby major metropolitan areas. Community events include: the Page County Fair, Summer Art Days, Farmers Markets, Clarinda A's games, Community Concerts, Car Shows such as Cruzin' Clarinda, Lighted Christmas Parade, Sip & Shop, Craft Carnival, Band Jamboree, and Spirit on the Square, among others.

The Library and Carnegie Art Museum are also home to numerous programs. There are also a variety of activities through the Clarinda Community School District, inclusive of sporting activities, band concerts, and plays.

Additionally, nearby metropolitan area, such as Omaha, offer a vibrant mix of museums, theaters, festivals, and community events, as well as a full and diverse range of dining opportunities.



Play structures at Kiwanis (Dinosaur) Park

Religious Opportunities

Clarinda has a diverse faith community with more than 15 active churches of varying denominations in and near the community.



The Clarinda Carnegie Art Museum opened in 2014.



The museum's mission is to enrich the region through educational programming and world class art exhibitions.



City of Clarinda, Iowa

City Manager

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The Position

The City Manager is the chief administrative officer of the City and is responsible for the general supervision and direction of the administration of the city government in accordance with directives from the city council.

Specific Duties Include:

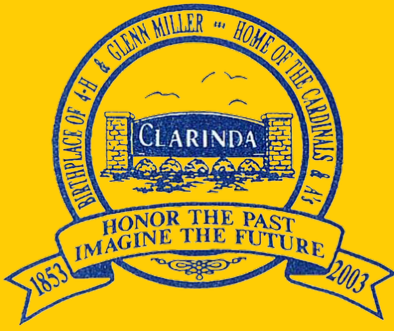
- Supervise the performance of all contracts for work done for the City, make all purchases of material and supplies and see that such material and supplies are received and are of the quality and character called for by the contract.
- Supervise the construction, improvement, repair, maintenance and management of all City property, capital improvements and undertakings of the City, including the making and preservation of all surveys, maps, plans, drawings, specifications and estimates for capital improvements.
- Cooperate with any administrative agency or board of trustees.
- Keep the Council fully advised of the financial and other conditions of the City, and of its future needs.
- Prepare and submit budgets as required.
- Conduct the business affairs of the City and cause accurate records to be kept by modern and efficient accounting methods.
- Employ, reclassify or discharge all employees subordinated by the Council or State law and fix their compensation, subject to Council-approved policies.
- Investigate, summarily and without notice, the affairs and conduct of any department, agency, officer or employee under the supervision of the City Manager and compel the production of evidence and attendance of witnesses.



The Chamber Lighted Christmas Parade is a popular annual event.



Clarinda City Hall



City of Clarinda, Iowa

City Manager

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The Position

- Supervise and direct the official conduct of all officers and employees of the City whom the City Manager has power to appoint; and
- Manage employees across departments including Public Works, Fire Department, Building Inspection, Recreation, Cemetery, Animal Control, Human Resources, Information Technology, and Purchasing
- Prepare monthly financial statements, applies for grants, and serves as project manager for multi-million dollar projects.
- Provide for the issuance, suspension and revocation of such licenses and permits as are authorized by law or ordinance, cause a record thereof to be kept, and collect and deposit with the City Treasurer all fees for licenses and permits.
- Protect public health, property, and welfare through regulated land use.
- Perform such other duties as specified by the Council.
- Attend all meetings of the City Council unless excused by the Mayor or Mayor Pro Tem.

This position requires a high degree of information sharing among administration staff, department heads and other city team members, library, City Council, and the public. Communication, economic development, financial management, and project management are critical skillsets for this position. Candidates should also have strong planning and development skills, including a good working understanding of Tax Increment Financing. The City Manager is expected to be highly visible and active throughout the community.

The former City Manager is retiring after 20+ years of service to the community. City staff is comprised of dedicated staff members excited to welcome the new City Manager and support the City's progress.

The City is working towards developing an organization to support the future of the community and actively guide growth. The City benefits from the many active community organizations, such as the Clarinda Chamber of Commerce and the Clarinda Economic Development Corporation.



Law Enforcement participate in a number of public



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Qualifications

Candidates should possess a four year degree (Master's preferred) in public administration, planning, or a related field and experience in municipal management or public leadership. The new Manager should also possess strong communication and interpersonal skills as well as exceptional financial management, economic development, planning, personnel management, and organizational development capabilities.

Desired expertise:

- Experience in strategic planning, budgeting, staff management, and intergovernmental relations.
- Comprehensive understanding of municipal government structure, finance, and community development practices preferred.
- Ability to work collaboratively with elected officials, staff, community members, and external partners, effectively implementing initiatives.
- Must be bondable.
- Keep the council informed in a timely manner.
- Build and maintain relationships and work closely with community partners, including Chamber of Commerce, Economic Development Corporation, school representatives, board and commission members, etc.
- Promote coordination and emphasize communications among department's staff.
- Establish expectations for staff performance and track results.
- Be a community booster and actively participate in service clubs and community events.
- Create and maintain an open and respectful work environment. Establish the framework for a cohesive, team-driven city hall staff.



Schenck Lake Park Playground

The next City Manager will be an insightful, compassionate, and committed leader who communicates effectively and provides strong direction and develops strategic actions to achieve the community's vision. The City Manager will become involved in the community, being highly accessible and engaged at community events, and promote an atmosphere of quality constituent service.

The successful candidate should be a direct communicator and also possess a positive and progressive attitude, as well as a strong customer service and staff support orientation.



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Upcoming Projects

While infrastructure is always a need, overall the City has been proactive and the infrastructure is in good condition but there is a need to advance the capital improvement plan. There are a variety of economic development projects in process and the City has a site certified through the Iowa Economic Development Authority.

An additional focus will be on rewiring two blocks of Boulevard light poles, development of the business park, and a bridge replacement project.

There is a 54-acre business park development project slated for Fiscal Year 2027.

The new City Manager will place a priority on establishing good working relationships with community organizations and department heads in the early months in the position.



The "Circle of Fun" bronze children's sculpture is located outside of the Clarinda Lied Public Library.



Cruzin' Clarinda is a popular, annual community event.



City of Clarinda, Iowa City Manager Apply by October 10, 2026

Announcement/Advertisement

The City of Clarinda, Iowa (5,369) seeks a strong leader with outstanding listening and communication skills, as well as economic development and strategic planning capabilities for its next City Manager. Clarinda is a mature community and is the county seat of Page County. Clarinda enjoys an enviable location 125 miles southeast of Des Moines, 80 miles southeast of Omaha, and 125 miles north of Kansas City. Clarinda's community charm, and forward-thinking elected officials, and supportive business environment offer a unique professional opportunity to enjoy an amazing quality of life and facilitate impressive economic growth. The City Manager will be highly engaged throughout the community and with community partners. The City offers a competitive benefits package and a starting salary between \$130-145K DOQ. City residency preferred and participation in community events is required. Relocation allowance is negotiable.

To apply, submit resume, cover letter, and five references by October 10, 2026, 4:30 p.m. Central Time to theiamanagementconsulting@gmail.com. Inquiries can be directed to Theia Management Consulting, LLC at 515.322.6597.

Timetable for Search

It is the City's intent to conclude the search process as expeditiously as possible. Therefore, candidates are urged to tentatively mark the following dates on their schedules:

Application deadline: October 10, 2026, 4:30 PM

Semifinalists notified: October 12, 2026

Virtual interviews: October 15, 2026

Finalist interviews: November 6-7, 2026

Employment Agreement approval: November 11, 2026

Start of employment: 30-45 days after approval



Clarinda has a number of family friendly community events and programs annually.