

Town of Vail, Colorado  
**TOWN MANAGER**



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**VAIL, COLORADO**

The Town of Vail, Colorado, is a premier international ski and resort destination, one of Colorado’s crown jewels, and a spectacularly beautiful mountain town that many have called home since its founding. Nestled in a pristine, aspen-lined valley along the banks of Gore Creek in the White River National Forest, Vail (pop. 5,479, area 8.3 sq mi, elev. 8,150 ft) is prized the world over for its excellence, sophistication, and commitment to its core values, such as environmental stewardship, conservation, and sustainability. Even though the daytime population swells to 35,000 in-season, the town maintains a friendly, small-town feel. Vail’s founders have ties to the 10th Mountain Division during World

War II. After years of carefully searching for the perfect location, they opened a ski resort on Vail Mountain in 1962. Residents quickly incorporated the town in 1966. From the beginning, Vail’s founders dedicated themselves to quality and service and envisioned a series of highly ambitious goals for the resort and the town. Through committed hard work over time, they met and exceeded all of these goals. For example, Vail has hosted the FIS Alpine World Ski Championships three times and has established itself as one of the premier mountain resort communities in the world. Vail is the first certified sustainable destination in the United States (Global Sustainable Tourism Council). St. Moritz, Switzerland; St. Anton, Austria; and San Miguel de Allende, Mexico are sister cities.

Today, Vail is a true community and a thriving alpine town, full of world-class culture, diverse shops and restaurants, and abundant amenities, including public art. Residents and visitors enjoy a high quality of life, ample town-owned open space, 5,289 skiable acres, outdoor recreation in every season, 17 miles of recreation paths including the Gore Valley Trail, special events year-round,

an outdoor amphitheater named for Vail’s most famous resident, President Gerald R. Ford, and the Betty Ford Alpine Gardens, the highest botanical gardens in the world. The Vail Recreation District manages area parks, the John A. Dobson Ice Arena, and the Vail Golf Course (18 holes). The Vail Interfaith Chapel serves many denominations, and the Vail Public Library is a community treasure.

Located 97 miles west of Denver along I-70, Vail is about two hours from Denver International Airport. The Eagle County Regional Airport serves the town. Major employers and stakeholders include Vail Resorts, Vail Health Hospital, the U.S. Forest Service, the Colorado Department of Transportation, Eagle County, the Vail Chamber and Business Association, and the Vail Valley Foundation, among others. The Steadman Clinic provides elite sports medicine treatment.

For more information about the Town of Vail, please visit <https://www.vailgov.com>.

**TOWN ORGANIZATION**

Vail operates under a home-rule charter (1972) and a council-manager form of government, including a seven-member town council. Citizens vote on a majority of town council (four council members) every two years, with the top three vote-getters winning four-year terms, and the fourth-highest winning a two-year term. All are limited to eight consecutive years of service. Council members then elect the mayor and the mayor pro tem from within their number every two years. Held in November of odd-numbered years, elections are nonpartisan. Several council members have parents or grandparents, who either served on town council themselves, or played a role in founding the town.

**QUICK FACTS**

Population .....	5,479
Size .....	8.3 sq mi
Elevation .....	8,150 ft
FY 2022 Budget .....	\$81.2 M (CIP \$21.1 M)
Projected Reserves.....	\$90.6M
FTE .....	350

Municipal services include police and fire protection, public works, community development, economic development, library, housing, and the town bus service, one of the largest free transportation systems in the country. The FY 2022 Budget is \$81.2 million (\$57.7M municipal services, \$21.1M capital, and \$2.4M debt service), supporting 350 FTE.

Boards, commissions, and advisory groups, such as the Vail Economic Advisory Council, the Vail Local Housing Authority, Vail Local Marketing District Advisory Council, the Planning and Environmental Commission, and many others all play an important role in the town.

Nuanced and complex issues facing the town include continuing to navigate the post-pandemic environment, completion of the Residences at Main Vail project, balancing growth with environmental stewardship through creation of a Destination Stewardship Plan, affordable and workforce housing, carrying capacity, employee recruitment and retention, the Civic Area Plan, the West Vail Master Plan and the potential formation of a regional transportation authority. Vail is taking proactive steps to mitigate risks in the natural environment, such as wildfire and threats to wildlife. Last, strengthening the town's relationship with Vail Resorts is a critical need and continues to be challenging – the town recently announced its intent to condemn property owned by the ski company.



**TOWN MANAGER POSITION**

The mayor, all council members, the acting town manager, and the town's leadership team collaborated on the preparation of this document. Since 1966, Vail has had only six town managers.

Working at the direction of the town council, the town manager is the chief executive and administrative officer of the town, responsible for the proper administration of the town's affairs day-to-day and for carrying out her or his duties as set forth in the town charter.

A four-year degree in a relevant field of study, preferably in public administration, business administration, or a related field; at least five to ten years of progressively responsible experience in local government, including at least five as a municipal manager, deputy, assistant, or major department head; or any equivalent combination of education and experience are all

required. Graduate study in public administration or a related field, experience serving mountain or resort communities, and breadth of managerial experience (personnel, budgets, finance, capital projects, public relations activities, etc.) are all preferred. The town council is receptive to candidates with additional or comparable experience in the private and nonprofit sectors.

**THE IDEAL CANDIDATE**

Vail's next town manager is a calm, emotionally intelligent, and experienced leader, who appreciates Vail not only as a premier world-class ski destination and a Colorado state treasure, but also as the small-town mountain community it still is, and as her or his home. The ideal candidate is rushing to embrace the challenges, and corresponding rewards, of managing this one-of-a-kind community, including interactions with well-educated, highly-engaged

**WHAT HAPPENS WHEN**

Absent unforeseen circumstances, the recruitment will follow the schedule below. Be mindful of the filing deadline and final interview dates, which are unlikely to change.

**SCHEDULE**

Filing Deadline: .....	July 11, 2022	Recommendation of Candidates: ....	August 2, 2022
Preliminary Interviews: .....	July 25-26, 2022	Finalist Interview Process: .....	August 10-12, 2022



residents, who routinely study town council meeting packets in depth. A strong work ethic, integrity, and a commitment to ethics and transparency are required.

The ideal candidate has well-developed interpersonal skills, including the sophistication and courage to navigate and balance the



passionate personalities on the town council, and the ability to guide the council as a group. This includes being politically astute but apolitical, and the courage to say “no” when called for, firmly but politely.

The successful candidate builds bridges and thrives on collaboration. The next town manager is skilled at creating and maintaining effective relationships in every context: with state and

local and partners, the town’s resort, hospitality, and small business communities, environmental groups, founding families, new residents, and the visitors and patrons, who are the lifeblood of the town. The ideal candidate has expert-level inward- and outward-facing communication and presentation skills, and the ability to relate to persons from every walk of life.

Because Vail was built on exceptional guest service and insistence on quality, the next town manager must have a proven track record in these areas. She or he must help maintain the dynamic equilibrium between the resort experience and community well-being, both of which are important, and interconnected.

The ideal candidate has considerable experience in public sector finance, budget development and management, and grants, as well as good business sense and effective negotiation skills. He or she will manage a flexible, post-Covid workplace.

The successful candidate is an effective manager, who ensures staff provides town council with all information needed to make timely, informed decisions, and the best choices based on all reasonable options. She or he is an effective leader, who inspires the leadership team and maximizes cross-departmental functionality and collaboration. The ideal candidate is proactive, results-oriented, and

fully engaged, a problem-solver.

To be successful, the town manager must be level-headed, empathetic, patient, and free of ego, fully embracing the public service nature of this role. She or he is quietly confident and listens actively. The ideal candidate has a sense of humor and avoids micromanagement.

### **Total Compensation**

The annual salary range for this position is \$200,000 to \$235,000, and appointment will be made depending upon the qualifications of the selected candidate. In addition, the following benefits are provided: medical, dental, life, AD&D, and long-term disability insurances; flexible spending accounts (health care, dependents); and various EAP programs. Retirement benefits customary to the position are offered: 401(a) automatic, and 457(b) optional. This position enjoys paid vacation, sick leave, and holidays. Relocation assistance and use of the town manager’s residence (a house owned by the town) are subject to negotiation.

### **APPLY**

To be considered for this excellent professional opportunity, please email only your cover letter and resume to [apply@columbialtd.com](mailto:apply@columbialtd.com), naming your files **Last.First.CL** and **Last.First.Resume**. Receipt of your submittal will be acknowledged within two business days. All applicants will be updated on their status following the Recommendation of Candidates.

If you have any questions regarding the recruitment process, or this opportunity, please feel free to call Andrew Gorgey directly at (970) 987-1238. For more information, visit the Columbia Ltd website: <https://columbialtd.com>.