



# CITY MANAGER

## City of Bristol, Tennessee

The City of Bristol, Tennessee is seeking a proven, high-performing executive to serve as its next City Manager. This is an opportunity to lead a city with a strong economic base, ongoing infrastructure investment, and a commitment to responsible growth and public service.

## ABOUT BRISTOL

Bristol (population approx. 28,000) is a regional hub in the Tri-Cities area with a strong and growing economic base. The city continues to see momentum through industrial development, infrastructure expansion, and regional collaboration. With a strategic location, reliable utility systems, and a business-friendly environment, Bristol is well-positioned for continued growth and long-term success.

Whether someone has lived in Bristol all their life, they're just visiting for the weekend, or they're joining the community to begin their next chapter, the city's warmth and charm are undeniable; Bristol is home.

## THE OPPORTUNITY

The City Manager serves as the chief administrative officer and is responsible for leading all aspects of municipal operations. The successful candidate will operate at a high level, balancing strategic leadership with day-to-day execution while working in close partnership with the Mayor and City Council.

This role requires a leader who can manage complexity, drive results, and position Bristol competitively within the region and the state.

## KEY PRIORITIES

- Lead economic development efforts, including business recruitment and expansion
- Oversee major infrastructure and capital improvement initiatives
- Maintain strong fiscal discipline while supporting strategic growth
- Ensure high-performance delivery of city services
- Strengthen organizational leadership across all departments
- Foster regional partnerships and collaboration
- Execute the policy direction of the Mayor and City Council



# LEADERSHIP EXPECTATIONS

The ideal candidate will bring:

- A results-driven approach to leadership and accountability
- The ability to manage growth and deliver major projects
- Strong financial acumen and operational discipline
- A collaborative yet decisive leadership style
- A commitment to transparency and public trust
- The ability to foster strong working relationships with staff and the public

## QUALIFICATIONS

- Bachelor’s degree preferred, or equivalent combination of education and leadership experience
- Extensive experience in municipal or executive leadership
- Demonstrated success in managing complex organizations and budgets
- Proven track record in economic development and project execution
- Strong leadership presence with the ability to work effectively with elected officials
- Excellent communication, negotiation, and decision-making skills

## COMPENSATION AND BENEFITS

The City of Bristol offers a highly competitive executive compensation package:

- Salary range: \$205,000 - \$225,000 annually
- Performance-based compensation opportunities
- Participation in retirement and deferred compensation programs
- Comprehensive health, dental, and life insurance
- Vehicle allowance or city-provided vehicle
- Professional development and membership support

**Qualified candidates should submit a resume, cover letter, and references no later than May 15, 2026 to [citymanagersearch@bristoltn.gov](mailto:citymanagersearch@bristoltn.gov)**

The City of Bristol, Tennessee is an Equal Opportunity Employer and values diversity in its workforce. Applicants selected as finalists will be subject to a comprehensive background check. Application materials will be treated as confidential, as permitted by law, upon request of the applicant.

