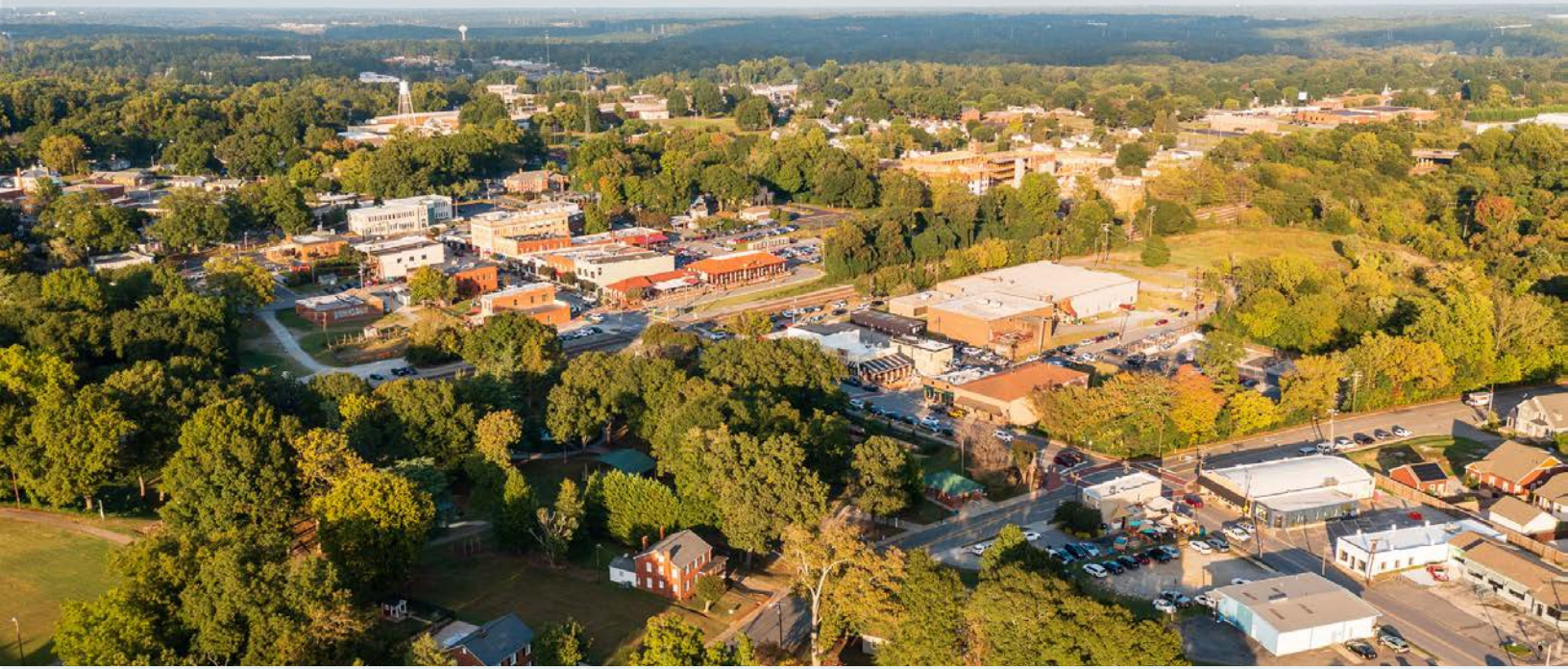




# THE CITY OF BELMONT

Invites Your Interest in the Position of

## CITY MANAGER





The highly attractive, historic mill city of Belmont, NC – near Charlotte, NC – seeks a visionary and experienced executive to serve as its next **City Manager**. This position is for the professional who has significant economic development and redevelopment experience, particularly in smaller communities. A dependable, well-respected leader, the **City Manager** will strategically foster a cohesive, accountable working environment where employees feel valued and supported. The Council desires a patient listener who will engage the opinions of staff and stakeholders, create unity in opposition, and be diplomatic in advocating for the City's strategic vision while preserving its culture. The next **City Manager** is known in his/her previous roles as a transparent, trustworthy leader who holds him/herself and others to high standards of excellence and accountability.

## About the Community:

Formerly known as Garibaldi Station in the 1750s, Belmont, meaning “Beautiful Mountain,” received its name in 1833 due to its proximity to Crowders Mountain. As a thriving textile community, Belmont was home to over twenty textile mills by the 1930s, the first of which, the “Chronicle Mill,” was established in 1901. As a result of industrial growth and access to the railroad, population in Belmont soared from 145 to over 4,000 at the turn of the century.

Located just west of Charlotte in Gaston County, Belmont has begun to reimagine its future following a decline in its textile industry from the late 90s and 2000s. Belmont's proximity to Charlotte and abundant access to waterways have attracted new investors and residents. With a population of nearly 16,500 residents, Belmont continues to gain attraction as the perfect location for access to outdoor activities and a short commute to work. Surrounded by the natural beauty of rich forests, rolling hills, and the rambling banks of Lake Wylie and the Catawba River, Belmont beckons a wealth of year-long visitors with varied interests.

City leaders continue to foster partnerships with developers to establish attractive residential development within and adjacent to the city limits, some of which include high-end waterfront properties. The remaining portions of the peninsula are quickly developing. The downtown area is experiencing redevelopment and revitalization. What was once the Chronicle Mill has seen approval of a project that retains its history while bringing new life to downtown and Main Street. This modern era of development will see Belmont establish a new identity while still retaining its small-town charm and sense of community.

The City's community members, of which 81% are white, 11% African American, 3% Asian, and 3% Hispanic or Latino, unite around many events throughout the year that honor the history of Belmont and celebrate its unique small-town culture. The annual National Faith and Blue Weekend facilitates a safe and strong community by engaging law enforcement officers and residents through the connections of faith-based organizations. The annual Garibaldi Festival, which features art, music, and food elevate the rich history of the city's roots.



Revitalization and redevelopment are bringing new life to downtown Belmont and Main Street.





# BELMONT

MANY THREADS,  
ONE COMMUNITY



*Belmont is a perfect location, providing access to outdoor activities, such as mountain biking at Rocky Branch Park (above) and running the Carolina Thread Trail (below).*



*Belmont Abbey College is one of 49 colleges and universities close to Belmont.*

*The annual Christmas parade in downtown Belmont kicks off the holiday season.*

Whether at the weekly Farmer's Market or the Friday Night Live Concert series, the annual Christmas Parade, or at a favorite downtown shop or restaurant, seeing a familiar face reminds community members and leaders that Belmont's small-town charm will always be preserved amid impending growth and opportunities.

Pathways such as the Seven Oaks Preserve Trail, downtown Belmont walking routes, and a segment of the Carolina Thread Trail provide an escape for runners and cyclists. The Daniel Stowe Botanical Garden, a 300-acre garden on the edge of Lake Wylie, offers outdoor events and activities for all ages. Aquatic enthusiasts enjoy the South Fork River Blueway or the shores of the Catawba River. Belmont's Kevin Loftin Riverfront Park has public fishing, an expansive playground, and rental shelters overlooking the river. The Belmont Rowing Center and nearby U.S. National Whitewater Center provide lessons for those wishing to improve their skills traversing the river's waters.

Gaston County's well-regarded public schools serve the Belmont community with Page Primary School, North Belmont Elementary School, Belmont Central Elementary School, Belmont Middle School, and South Point High School. The County's three state-funded charter schools and several independent schools, including Gaston Day School, are additional opportunities for students. Belmont Abbey College, a 4-year private liberal arts institution with 1,500 students, is one of the only Catholic colleges in the Southeast. For the first time in Belmont Abbey College's history, U.S. News & World Report has selected it as the Top Institution for Undergraduate Teaching in the U.S. Southern Region of colleges. In addition to Belmont Abbey College, the 10-county Charlotte region has 49 other colleges and universities serving nearly 240,000 students, one of the closest of which is the University of North Carolina at Charlotte. Offering more than 150 graduate programs, UNC Charlotte is just over 30 minutes away via I-85.



## About the Organization and Position:

Operating under the Council-Manager form of government, the City of Belmont has six Council members, including the Mayor, who serve 4-year terms. Municipal elections are held in odd numbered years with the next election to be held this year. The leaders of Belmont envision a vibrant, multi-generational community that incorporates small-town charm and heritage with an entrepreneurial spirit.

Reporting to the City Council, the **City Manager** is responsible for the daily operations of the City of Belmont including the development and management of a balanced budget. The City's FY 22-23 budget of \$30M (\$19M General Fund) is a 13% increase from the previous fiscal year. Belmont's property tax rate is \$0.495 per \$100.00 valuation.

In his/her daily responsibilities, the **City Manager** will fulfill Belmont's mission to provide visionary leadership and high-quality city services to create a community of choice for the City's residents, visitors, and employees. Exemplifying exceptional management skills, the next **City Manager** will motivate and unite a team of nearly 175 staff with 5 direct reports (Assistant City Manager, HR Director, City Clerk/Public Information Officer, and the Fire and Police Chiefs). When evaluating the strategic direction for the City, the next **City Manager** will effectively balance outsourcing versus developing/improving the City's capacity and resources to meet the needs of its community members.

## Key Position Priorities:

- Ensure effective Council-Manager relationships through respect for diverse views along with committed and assertive consensus-building.
- In collaboration with the Council, develop Belmont's next Strategic Plan; and execute the plan in coordination with the update of the [Comprehensive Land Use Plan](#) to support the present and future needs of Belmont while ensuring that future growth is implemented in a sustainable, balanced, and attractive manner.
- Thoroughly evaluate the City's service delivery, capacity, resources, and organizational structure and advocate for immediate and long-term changes including prioritizing the hiring of vacant positions.
- Facilitate the implementation of a traffic impact analysis to determine what changes and improvements are necessary to support development and redevelopment.



## Qualifications:

A bachelor's degree in Public or Business Administration or closely related field is required; a master's degree in Public or Business Administration and/or ICMA credentialed manager certification is preferred. Candidates must have five or more years of successful and progressive levels of supervisory and management experience; experience in North Carolina local government preferred.



## The Successful Candidate:

- is strategic and innovative regarding areas for growth, new development, and redevelopment;
- enjoys proactively engaging with the community, telling its story, advocating for opportunities, and marketing community strengths;
- effectively leads a diverse group of employees with varying backgrounds, tenures, and skillsets;
- models, communicates expectations, and holds employees accountable for delivery of excellent customer service to both internal and external customers;
- constructively advocates for and provides guidance to the City Council in helping them achieve their vision and priorities;
- has a proven track record in developing and supporting staff to achieve excellence and has developed organizational succession plans in preparation for turnover through retirements;
- is experienced in evaluating and implementing opportunities to work with the City Council in order to strategically diversify the City's tax base while creatively assessing ways to increase revenue and manage expenses;
- is a responsive, detailed and deadline-oriented professional who continuously monitors and engages in process improvement in a service-driven organization;
- is resilient in the face of challenges and seeks innovative solutions to problems;
- is a progressive leader with a proven track record in innovative municipal management;
- is knowledgeable of principles and practices of public administration to include planning, administration and supervision, and preparing and implementing proposals which affect the operations of City government;
- possesses executive level skills in interpersonal and written communications, strategic planning, finance and budget development, critical thinking, administration, and intergovernmental relations;
- diplomatically engages with diverse stakeholders such as the school system, individual community members, community groups, Council members, employees, and regional, state, and federal authorities in order to leverage the City's opportunities and mitigate challenges;
- represents the City at regional and state meetings such as ICMA and NCLM;
- is skilled in utilizing and implementing methods of technology to improve processes, procedures, and communication across departments;
- communicates excellently both verbally and in writing, and possesses outstanding interpersonal skills both one on one and in groups; and,
- values accountability and holds high expectations of self and staff while also being an effective and respected leader.



## Salary and Benefits:

The hiring range for the City Manager is \$150,000 - \$180,000, dependent on qualifications and experience. The City provides a competitive benefits package including health, dental, and vision insurance, 401K and participation in the NC Local Government Retirement System.

To apply, please visit

<https://www.governmentjobs.com/careers/developmentalassociates> and click on the **City Manager - City of Belmont, NC** title.

To learn more about the selection process, visit <https://developmentalassociates.com/client-openings/> select “Client Openings” and scroll down to “Important Information for Applicants.” All applications must be submitted online via the Developmental Associates application portal – NOT the City Employment Application portal, nor any other external website; it is not sufficient to send only a resume. Resumes and cover letters must be uploaded with the application. Applicants must apply by March 9, 2023. Successful semi-finalists will be invited to participate in virtual interviews and skill evaluation on April 13-14, 2023. Candidates are encouraged to reserve these dates for virtual meetings should they be invited to participate. All inquiries should be emailed to [hiring@developmentalassociates.com](mailto:hiring@developmentalassociates.com). The City of Belmont is an Equal Opportunity Employer.



The recruitment and selection process is being managed by Developmental Associates, LLC

*The Daniel Stowe Botanical Garden (Visit Belmont NC)*

