



# City of Savannah

*Invites your interest in the position of*  
**Chief Operations Officer**





The City of Savannah is a wonderful community for your next career move. It's earned reputation and accolades include the following:

- Voted one of "The World's 30 Friendliest Cities" and the fifth "Best Small City in the United States" according to Condé Nast Traveler's Reader's Choice Awards.
- "One of the best employers and top local government in the State of Georgia" – Forbes, 2019.
- "Top 10 Most Beautiful Places in America" - USA Weekend Magazine.
- "World's Top Ten Trendy Travel Hot Spots" – New York Times.
- "Top 10 U.S City to Visit" - Conde Nast Traveler.
- Southern Living placed Savannah second on its "Best Southern City" list.
- Called the city one of the "Top 25 Places to Live and Work" - Outlook Magazine.

The City of Savannah seeks an exceptional and strategic leader to serve as its **Chief Operations Officer (COO)**. The successful candidate for this internal-facing position will complement the City Manager's leadership approach and work with leaders in the City Manager's Office, overseeing the day-to-day operations of the City.

## Organization Overview:

Under the City Charter, the City Manager is the City's chief executive officer and is responsible for implementing the policies of the City Council, directing business and administrative procedures, and appointing departmental officers. The City Council comprises the Mayor and eight aldermen who all serve concurrent four-year terms. This full-service municipality employs 2600 employees across 26 departments and has a FY 2025 budget of \$601M and AA+ bond ratings.

The City is guided by a robust [strategic plan](#) tied to a fact-based approach and the FY 2025 Budget. Additionally, there is a strong commitment to data and transparency, as evidenced by best-practice good government initiatives. View the [Mayor kicking off](#) the 2025 updates to the plan and the importance of using data to yield results. More information about the City can be found [here](#) (or by copying and pasting <https://www.savannahga.gov/> into your browser).

## About the Position:

The COO will play a pivotal role in leading and directing cross-functional teams, fostering a collaborative and efficient work environment, and leading the day-to-day management of the administrative functions of government. They will oversee essential departments such as Budget, Financial Services, Audit, HR, Risk Management, Real Estate, and Capital Construction, ensuring their effective operation and alignment with the City's strategic goals. A key responsibility will be collaborating with the Budget Director to develop and execute the City's annual budget, exceeding \$600 million. The COO will also be responsible for ensuring compliance with all applicable laws, regulations, and policies, managing and mitigating risks to the City's assets, and leading capital construction projects to ensure their timely and cost-effective completion. Furthermore, they will foster a positive and productive work environment that promotes professional growth and development, while building and maintaining strong relationships with both internal and external stakeholders.

## Key Position Priorities:

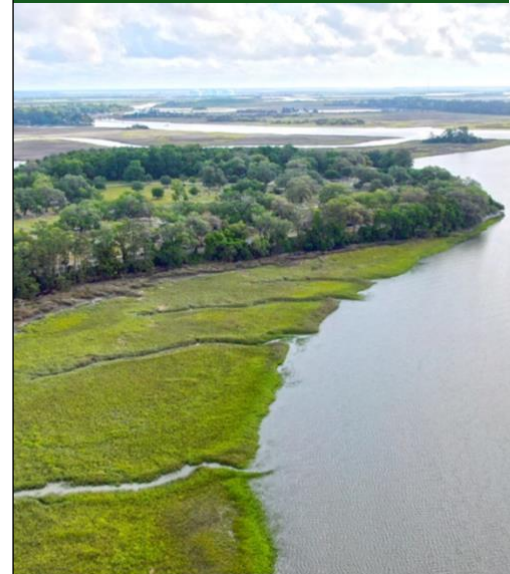
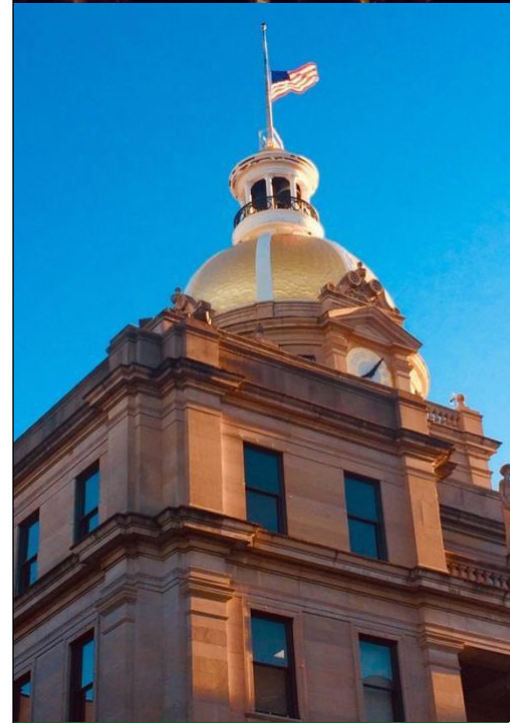
1. **Strengthening financial health and controls:** Ensure that existing financial practices remain robust by conducting regular reviews and implementing any necessary updates.
2. **Build, train, and develop great public servants:** Initiate programs to attract, train, and retain skilled public servants, focusing on professional development and mentorship opportunities.
3. **Risk management and internal auditing:** Establish a framework for risk management and internal auditing to promote accountability, transparency, and adherence to best practices.

## Qualifications:

- Master's degree in public administration, business administration, or a related field.
- 10+ years of progressively responsible experience in municipal government, with at least 5 years in a senior leadership role.
- Proven track record of success in developing and implementing strategic plans, policies, and procedures.
- Excellent communication, interpersonal, and negotiation skills.
- Strong financial management and analytical abilities.
- Ability to work independently and as part of a team.
- Commitment to diversity, equity, and inclusion.

## The Successful Candidate is:

- an ethical leader who sets an example for all by being transparent and highly competent;
- committed to bridging silos and building highly functional inter-dependent teams;
- a confident and trusting leader who allows department heads to exercise their expertise without undue oversight, but expects and models accountability for results;
- an expert in public finance and accounting, knowledgeable and committed to HR best practices, and effective in establishing protocols for assessing risk and accountability;
- a creative thinker in assessing ways to increase revenue and effectively manage expenses while delivering outstanding service;
- a data-driven decision-maker who seeks information from multiple sources, using data as well as stakeholder input to educate decision-makers, stakeholders, and to reach conclusions;
- adept at leading a departmental evaluation process which provides a framework for evaluating outcomes, cost effectiveness, process improvement, and customer satisfaction of all purchased and provided services.
- able to effectively recruit, retain, manage, develop and engage talented staff to deliver excellent customer service to both internal and external customers;
- an advocate for building staff engagement and teambuilding through continuing education for staff and self to ensure effective training, development, and succession planning; and,
- experienced in developing and managing annual general and capital budgets with an outstanding track record of fiscal responsibility.







## About the Community:

As America's first planned city, Savannah boasts historic architecture, luxurious parks, and a government culture that aims to build upon its early success in providing superior planning, infrastructure, and services for its citizens and visitors. In addition to its assets as a city, Savannah offers great weather, nearby beaches, and a tradition of hospitality and cultural offerings. Savannah is home to a vibrant arts and cultural scene that hosts over 200 festivals each year focused on various themes, including music, food, and film. A growing Savannah Music Festival has garnered international acclaim as performers from Savannah and worldwide showcase talent in different musical genres. The city is committed to promoting numerous festivals and special events throughout the year and is particularly known for its St. Patrick's Day celebration.

Savannah's warm weather allows participation in outdoor activities year-round. The city has more than 100 public recreational neighborhood parks, 13 swimming pools, more than 70 athletic fields, more than 75 basketball courts, 50 tennis courts, 2 public golf courses, and a marina. Savannah offers marinas throughout the 420 miles of navigable waters and 87,000 acres of tidal marshland, as well as the Intercoastal Waterway for boating, fishing, and swimming enthusiasts. Tybee Island is Savannah's public beach, approximately 20 minutes east of downtown.

Savannah has a diverse economy consisting of manufacturing, one of the fastest-growing seaports in the nation, tourism, regional medical services, and the military. Retail and service businesses are also essential factors. Savannah is a splendid spot for sightseeing with its well-preserved history, fascinating architecture, natural beauty, unique squares, and mild climate. The city boasts the nation's largest National Historic Landmark District.

With over 146,000 year-round residents, the population of Savannah also includes the students of four colleges and universities offering bachelor's, master's, and professional or doctoral degree programs: Georgia Southern University-Armstrong Campus, Savannah College of Art and Design (SCAD), Savannah State University, and South University. With six distinct historic districts, coastal beaches, and a globally recognized food and art scene, tourism is a significant economic driver, with over 10 million visitors in 2022. Home to the Port of Savannah, nearby Fort Stewart-Hunter Air Base, International Paper, Gulfstream Aerospace, Titlemax, and others, Savannah's economy is diverse and robust.





## Salary and Benefits:

This position's hiring range (min to mid) is \$153,582-\$188,138. Starting salary will depend on qualifications. Savannah offers a comprehensive benefits package, including health insurance, retirement options, and relocation expenses, which can be found [here](#). Residency is encouraged but not required.

To apply, please visit

<https://www.governmentjobs.com/careers/developmentalassociates> and click on the **Chief Operations Officer – City of Savannah, GA** title.

- All applications must be submitted online via the Developmental Associates application portal (link above) – NOT the city's employment application portal or any other external website.
- Resumes and cover letters **must be uploaded** with the application.
- Applicants should apply by **April 8, 2025**, to be considered during the first round of reviews.
- The hiring team will invite successful semi-finalists to participate in virtual interviews and skill evaluations on **May 13-14, 2025**. Candidates are encouraged to reserve these dates for virtual meetings should they be invited to participate.
- Direct all *inquiries* to [hire@developmentalassociates.com](mailto:hire@developmentalassociates.com).

The City of Savannah, GA, is an Equal Opportunity Employer. Developmental Associates, LLC manages the recruitment and selection process for this position. To learn more about our selection process, visit <https://developmentalassociates.com/client-openings/> and scroll down to "Important Information for Applicants."

