



**DANVILLE
VIRGINIA**

THE CITY OF DANVILLE

Invites Your Interest in the Position of

ASSISTANT CITY MANAGER



The historic and welcoming City of Danville, VA, seeks a strategic and empowering municipal professional with a generalist approach for the **newly added position of Assistant City Manager**, joining the City Manager and Deputy City Manager in leading this fast-growing community. While the specific portfolio of the **Assistant City Manager** is flexible, the ideal candidate will bring strong skills in project management, accountability, and workflow coordination, along with a strategic mindset to support economic and job development. This person should also have experience developing staff, strengthening internal systems, and ensuring that progress benefits all parts of the community.

The Community:

Situated on the Virginia-Carolina border with a population of 42,700, Danville enjoys a unique location. It's not only on the state border but also shares its boundaries with Pittsylvania County, Virginia's largest county in terms of land area, with an additional population of 60,833.

Danville's central position on the Virginia-Carolina border makes it an ideal starting point for exploring neighboring cities like Richmond, Virginia, or Charlotte, North Carolina, and captivating destinations like the Blue Ridge Parkway and the Mid-Atlantic beaches. However, once people discover all this region offers, they often find little reason to venture elsewhere.

Whether your interests include hiking and biking, kayaking a river or lake, taking in a show or concert, or just grabbing a leisurely dinner with friends, you will find ample opportunities in Southern Virginia. Consider the fact that your dollar goes further due to our low-cost living, and you will find that you can do more of the things you enjoy. In addition, with four distinct seasons of moderate weather, you will have more time throughout the year to enjoy the things you love.



The Danville Riverwalk (below) and mountain bike trail systems (above) host a myriad of trail events to include bike races, trail runs, charity walks, marathons, canine events and environmental education activities as well as park special events.



Southern Virginia was built on furniture, textiles, and tobacco manufacturing, attracting people from around the world to live and conduct business. However, between the 1990s and mid-2000s, these industries declined significantly, forcing the region to adapt and diversify its economy. In response to the loss of over 25,000 jobs, regional leaders developed a long-term strategy focused on workforce development, aiming to create higher-paying jobs and drive economic growth. Over the past two decades, this approach has fostered strong partnerships among local governments, educational institutions from Pre-K to college, and businesses. Additionally, investments in quality-of-life improvements have enhanced the region's appeal to residents, workers, and visitors. Since FY 2017, Southern Virginia



Averett University offers its students a wide variety of sports to play and cheer on, including football.



Enjoying a cold beverage on a hot day with friends (both human and furry!) is a favorite way to pass the time in Danville.

To learn more about what Danville has to offer, view this Regional Tourism Video!



has seen the announcement of nearly 7,823 new jobs and over \$3.145 billion in investment across various industries. Today, major employers across the region include Goodyear, Hitachi Energy, Intertape Polymer Group, EBI LLC, Press Glass, SOVAH Health, JTI Leaf Services, Caesars Virginia, Buitoni Food Company, EPL America, Monogram Foods, Litehouse Foods, AeroFarms, Drake Extrusions, Eastman, O-I Glass, Presto Products, and Tyson Foods.

This region boasts a robust network of healthcare providers, including hospitals, clinics, and urgent care facilities, all seamlessly connected to and surrounded by trauma centers equipped with heliports.

In addition to top-tier healthcare, Southern Virginia offers exceptional public schools featuring STEM and robotics programs and international baccalaureate schools. Furthermore, the region boasts private schools, military academies, and some of the nation's finest blue-ribbon schools. For those seeking higher education, Averett University and Danville Community College provide a range of continuing education and learning opportunities in the region.

Demographically, the city is 39.1% Caucasian, 52.2% African American, and 5.5% Hispanics of any race. The region has a civilian labor force of 18,024, with a participation rate of 52.9%. Of individuals 25 to 64 in Danville City, Virginia, 19.9% have a bachelor's degree or higher, compared with 35.1% in the nation. The unemployment rate for Danville City, Virginia, was 4.6% as of July 2023. The regional unemployment rate was higher than the national rate of 4.6%. The median household income in Danville City, Virginia, is \$40,177, and the median house value is \$117,390. The percentage of people in Danville with income below the poverty rate is estimated to be 24.6.

New Development:

Significant and transformative developments are currently unfolding in Danville, specifically in two key districts: the River District and the Schoolfield District.

In the River District, the redevelopment of the former White Mill, now known as Dan River Falls, is a major focal point. This ambitious project is poised to encompass a substantial 110,000 square feet of commercial space, along with plans for 150 apartments. There is also a future phase in the pipeline, which will add another 50 apartments to this development. Notably, the initial phase alone is expected to bring in a minimum investment of \$90 million.

Adjacent to the Dan River Falls property, there is another exciting project taking shape: a four-acre Riverfront Park. This park is designed to offer a host of amenities, including an urban splash pad that doubles as an artistic fountain, a small performance area for cultural events, a river overlook for scenic views, an all-inclusive playground area, river access for recreation, and even a whitewater channel to add an element of adventure.

Transitioning to the Schoolfield District, a monumental development is underway—the Caesars Virginia destination resort casino. This extraordinary project boasts a staggering budget of \$750 million. The property's plans encompass 320 well-appointed rooms, complete with a full-service spa for relaxation, an inviting pool area, a state-of-the-art fitness center, high-quality bars, and a diverse array of restaurants. The gaming experience promises to be unparalleled, with over 1,300 cutting-edge slot machines, 85 live table games, and 24 electronic games to entertain patrons. The resort will also house a 48,000 square foot state-of-the-art live entertainment/convention space.

Visit www.danvilleva.gov to learn more about the City of Danville.

Artistic renderings of the 4-acre Danville Riverfront Park, which is currently under development.



Playground



Riverfront area



Spray Plaza

About the Organization, Department and Position:

Danville is an independent city in the Commonwealth of Virginia operating under a council-manager form of government. With an adopted FY2026 total operating budget of about \$384.5 million, the City of Danville employs approximately 1,200 workers across 16 departments. The City has updated its Comprehensive Plan, which encourages the continued development of a safe and healthy community by offering a distinctive “vision” for the continued growth of Danville. While the [Comprehensive Plan](#) represents an ideal of what the City of Danville desires to become, it is also realistic with regard to anticipated social, economic, and political constraints.

Reporting to the City Manager, the **Assistant City Manager** will assist the City Manager with day-to-day operations and departmental oversight, serving as Acting City Manager in the absence of the City Manager and Deputy City Manager. Additionally, the Assistant City Manager will provide administrative support, assist with managing agendas and information for the City Council, and handle various administrative tasks for the City Manager’s office. The number of direct reports for the new Assistant City Manager will be determined by portfolio assignment.

Key Position Priorities:

- Lead and oversee project management initiatives across departments.
- Drive economic growth and promote mobility within the community.
- Build and strengthen networks and partnerships to encourage external stakeholders to take initiative on key projects.
- Coordinate effectively with internal City departments and other key players.
- Foster a collaborative, team-oriented environment by holding both internal and external stakeholders accountable for results.



From pizza and burgers to coffee shops and cafes, downtown Danville is the place to go for good food with good friends.

Qualifications:

Graduation from an accredited college or university with a master's degree in public administration, finance, law, business or related field and five to seven years of relevant experience.

An equivalent combination of education and experience may be considered in lieu of the specific requirements listed above.

Preferred qualifications include 5-7 years of progressively responsible experience in municipal government management, preferably in a high-growth community.

The Successful Candidate Is:

- a progressive leader with a proven track record in innovative municipal leadership and management;
- realistic, practical, and proactive in goal setting for staff, departments, and projects;
- someone who applies long-term, visionary perspectives and strategic approaches to both projects and operations;
- skilled in leading cross-functional teams using a collaborative, team-based style to resolve complex problems and capitalize on opportunities with creative solutions;
- knowledgeable of land use and infrastructure development and redevelopment;
- knowledgeable of principles and practices of public administration to include planning, administration and supervision, and preparing and implementing proposals that affect the operations of city government;
- known for their excellent track record in establishing and maintaining working relationships with diverse internal and external stakeholders such as city staff, Council Members and other public officials, business and community leaders, the development community, and the public through demonstrated community engagement;
- keenly analytical and a critical thinker while being accessible and personable;
- committed to the highest level of customer service and community collaboration by routinely seeking stakeholder input to achieve city goals effectively;
- someone who possesses executive-level skills in interpersonal and written communications and presentations to a variety of stakeholders, strategic planning, critical thinking, administration, and intergovernmental relations;
- knowledgeable of the practices of budget development and implementation for operational budgets and capital budgets;
- familiar with the principles and practices of securing grant funding for projects, including the grant writing, management, and reporting process;
- effective in cultivating an outstanding workforce through the development and management of staff talent;
- one who thrives in a high accountability culture to ensure that the city continues to meet and exceed the expectations of community members and employees alike; and,
- proactive in monitoring and evaluating the efficiency and effectiveness of service delivery methods and procedures against performance metrics.

Salary and Benefits:

The full salary range is \$128,198 – 256,397 and the expected hiring range is \$180,000-\$225,000. Beginning salary will be commensurate with experience. The City of Danville provides an excellent benefits package. The city provides an excellent benefits package. Learn more by [visiting the City's website](#). Residency within City limits is required within a negotiated timeframe.

To **apply**, please visit <https://www.governmentjobs.com/careers/developmentalassociates> and click on the title of **Assistant City Manager– City of Danville, VA**.

Please note the following:

- 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 **July 24, 2025**.
- The hiring team will invite successful semi-finalists to participate in virtual interviews and skill evaluations on **August 26-27, 2025**. Candidates are encouraged to reserve these dates for virtual meetings should they be invited to participate.
- Direct *inquiries* to hiring@developmentalassociates.com.

The City of Danville is an Equal Opportunity Employer.

James F. Ingram Justice Center in Downtown Danville



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/>, select "Client Openings," and scroll down to "Important Information for Applicants."