



# CITY OF RINCON, GEORGIA

Invites Your Interest in the Position of

## CITY MANAGER





## Advertising Period Extended

### Applicants should apply by September 15, 2026

Are you a dynamic, forward-thinking local government professional who thrives on turning rapid growth into smart, sustainable success? The City of Rincon, Georgia, is seeking its next **City Manager**—a visionary, collaborative, and resilient leader ready to guide this vibrant community through an era of unprecedented economic expansion.

City leaders and staff desire a **City Manager** who reflects and upholds Rincon's **values** – a professional who:

- Proactively leads with **pride** and **accountability**;
- Confidently **takes ownership** of complex challenges while remaining **accessible** and **respectful** to all;
- Consistently delivering, known as a **dependable** leader dedicated to **transparent public outreach** and sustainable, principled growth; and,
- Passionately inspires staff while charting a clear path forward with elected officials.

Eager to architect the modernization of Rincon, GA? The city invites you to apply as its next **City Manager** and help shape its next chapter of success.



Rincon City Hall serves as the center of municipal leadership, where the next **City Manager** will work with the Mayor and City Council to guide strategic initiatives, implement Council priorities, and help shape the City's continued growth and success.

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*Cover photos (from top, clockwise): An aerial view of Rincon showcases a thriving community where thoughtful growth and a strong sense of community go hand in hand. From the City's recognizable water tower, a symbol of the infrastructure that supports a growing community, to the ribbon cutting for Patriot Park and the Rincon Fire Department's outreach at summer camp, these images reflect Rincon's commitment to enhancing quality of life for residents of all ages.*

## About the Community:

Steeped in a rich history dating back to the 1700s, Rincon is a proud and welcoming community located in fast-growing Effingham County. Its 13,000 residents widely consider the city *the* preferred place to live, shop, and do business.

Rincon is currently experiencing an explosion of growth, driven by its strategic location just 40 miles from a new Hyundai plant (below), the expansion of the Georgia Port Authority, and incoming industrial warehouses. The city is actively planning for future expansion, with ongoing annexation discussions that could add another 4,000 to 5,000 residents. Notably, Rincon currently operates with zero city property tax, relying instead on Local Option Sales Taxes (LOST) and utility revenues.



*Community traditions, family-centered events, and outstanding recreational amenities reflect the quality of life that defines Rincon.*

Whether celebrating at the Freedom Rings Parade (top photo), making memories at Trunk or Treat (middle photo), or enjoying the City-owned Lost Plantation Golf Course (bottom photo), residents experience a community that is welcoming, engaged, and invested in its future.



## About the Organization, Department and Position:

The City of Rincon operates with a mission to foster economic prosperity while setting high growth and development standards. The city's [FY 26 adopted budget](#), which operates on the calendar year, is \$27.3M and includes the following:

- \$17.9M Governmental Funds (including \$10.6M General Fund)
- \$9.4M Proprietary Funds (including \$7.3M Water & Sewer, \$140K Stormwater)

As Rincon navigates growth, city leaders remain committed to a balanced mission: leveraging the city's strategic location as a commercial hub to foster economic prosperity and serve as a beacon for neighboring communities, while upholding development standards that preserve the tight-knit, small-town atmosphere where neighborly connections thrive.

The Mayor and City Council are deeply passionate, hands-on leaders who are eager to transition toward a highly structured, data-driven, and modernized governance model. In the next City Manager, they are looking for a true partner to deliver clear metrics, bridge the gap with communication barriers, and promote long-term operational stability.

As the chief administrative officer, the **City Manager** reports directly to the Mayor and City Council. This pivotal role serves as the essential bridge between policy and execution, protecting and enforcing the organizational chain of command while empowering department directors to excel.

The **City Manager** is responsible for:

- Administering all municipal functions at a professional level, which includes managing day-to-day operations, supervising municipal purchasing, administering service contracts, and overseeing city finances.
- Overseeing the organization's 100 full- and part-time employees, a talented, hard-working staff motivated by consistent direction, professional mentorship, and advocacy.
- Directly supervising nine department heads\* (HR Director, Planning and Development Director, Fire Chief, Police Chief, Public Works EOM, Recreation Director, Wastewater Director, Golf Clubhouse Director/Superintendent). \*The city's Finance Director and City Clerk report directly to the Council.

Rincon's next **City Manager** will provide the strategic leadership needed to fulfill its vision as a proud, welcoming hometown in the heart of Effingham County. Embodying values of faith, community, and progress, the city aims to set a regional standard that ensures future generations thrive. Central to this mission is a steadfast belief that transparency is the cornerstone of governance, fostering trust and accountability.



*Community traditions like Rincon's annual Christmas parade bring neighbors together and reflect the welcoming hometown spirit the next **City Manager** will help preserve while guiding the City's continued growth and success.*

## Key Position Priorities:

The incoming **City Manager** will hit the ground running on several exciting, high-stakes initiatives over their first 12 to 24 months:

- **Infrastructure & Growth Management:** Evaluate opportunities to enhance the city's infrastructure to meet the growing demands of the city; oversee the completion of the current wastewater treatment facility expansion (expected October 2026), initiate planning for the next plant, and collaborate with GDOT on major traffic and corridor expansions (like Highway 21) to manage traffic congestion.
- **Workforce Stabilization & Culture:** Unify the internal organizational culture, assess rightsizing departmental personnel, expand and maintain adequate working spaces for city employees and review compensation and benefits to ensure Rincon remains a highly competitive employer.
- **Comprehensive Strategic Planning:** Guide the finalization and implementation of the city's 2050 Master Plan and champion the creation of a formal Capital Improvement Program (CIP) to include plans for an 80-acre recreation complex and a new downtown city center.
- **Elected Official Partnership:** Establish clear, mutually respected boundaries regarding roles, responsibilities, and chain of command with the City Council, ensuring council members receive the objective data needed to make sound policy decisions.
- **Strategic Fiscal Planning:** Educate and engage the public on long-term fiscal sustainability, including evaluating revenue diversification strategies to fund vital future infrastructure.
- **Community & Regional Engagement:** Actively connect with Rincon's highly engaged community via modern communication channels, while cultivating vital relationships with regional partners like the Industrial Development Authority, Chamber of Commerce, and state legislators and effectively managing professional outreach regarding zoning decisions, rapid growth, and municipal projects.



As Rincon continues to grow, the next **City Manager** will help unify the City's organizational culture, assess workforce needs, and ensure City departments, including Police and Fire, have the staffing, facilities, and support needed to provide exceptional public services.

## Required Minimum Qualifications:

- A bachelor's degree\* in public or business administration or a closely related field.
  - **\*Note:** A master's degree or higher is strongly preferred.
- Five (5) years of progressively responsible experience in municipal government management and administration, demonstrating comprehensive knowledge of local government operations.
- An equivalent combination of education, training, and progressively responsible experience in municipal government may substitute for the required degree.
- Must possess and maintain a valid Georgia driver's license, successfully pass a comprehensive background check and drug screening.
- A Credentialed Manager through the International City/County Management Association (ICMA) is *highly preferred*.

**Please note:** Please note: Residency within Rincon's city limits or Effingham County is *preferred* for this position.

## The Successful Candidate:

Rincon's next **City Manager** views challenges as premier opportunities. The ideal candidate will possess:

- **Resilient Leadership:** Exhibits political acumen and emotional intelligence, even under pressure; consistently maintains professionalism while advocating for staff and navigating complex, multi-stakeholder environments.
- **Exceptional Communication and Interpersonal Skills:** An active, empathetic listener who communicates clearly, honestly, and directly with council members, staff, and residents alike; builds robust, collaborative relationships with key regional partners, including state legislators, county leadership, the Industrial Development Authority, the Chamber of Commerce, and the school system.
- **Modern Operational Vision:** Tech-savvy and forward-thinking; someone who helps others embrace change and promotes the use of efficient, modern municipal best practices.
- **Collaborative Spirit:** A team player who views the Mayor, Council, county leaders, and community stakeholders as vital parts of a unified team moving in the same direction with a cohesive vision and can diplomatically uphold roles and responsibilities across varied positions within the organization.
- **Comprehensive Operational Knowledge:** A strong foundational grasp of: local government finance including managing multi-million-dollar municipal budgets, intergovernmental relations, contract operations oversight, project management, infrastructure growth, structural organizational development, and leading and implementing strategic planning to meet community goals.



*Macomber Park Complex is a cornerstone of recreation in Rincon, providing outstanding athletic facilities where young athletes develop their skills, families gather, and the community comes together to celebrate youth sports.*

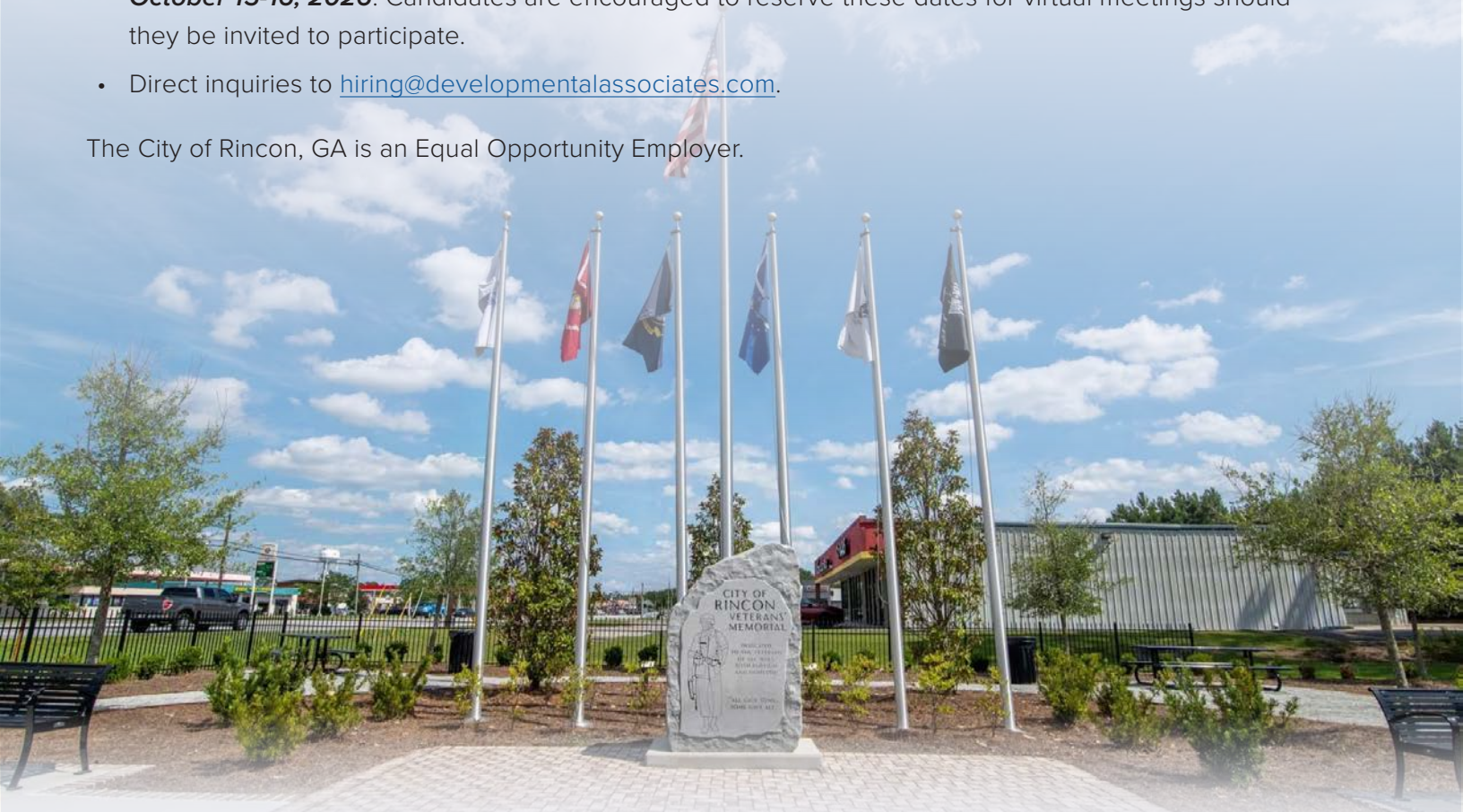
## Salary and Benefits:

The hiring salary range for the position is \$128,413.10 - \$218,302.27. The starting salary will be negotiated based on market conditions, qualifications, and experience. The City of Rincon, GA offers a comprehensive benefits package including health, dental, and vision insurance, life insurance, accruable paid time off, and participation in the Georgia Municipal Association (GMA) retirement program. The position offers a competitive contract negotiated directly with the Council, featuring a post-election transition period that requires “for cause” justification for removal to ensure management stability.

To apply, please visit <https://www.governmentjobs.com/careers/developmentalassociates> and click on the **the City Manager – City of Rincon, 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 **September 15, 2026**.
- Successful semi-finalists will be invited to participate in virtual interviews and skill evaluation interviews on **October 15-16, 2026**. Candidates are encouraged to reserve these dates for virtual meetings should they be invited to participate.
- Direct inquiries to [hiring@developmentalassociates.com](mailto:hiring@developmentalassociates.com).

The City of Rincon, GA is an Equal Opportunity Employer.



*The Veterans Wall at Veterans Park of Effingham County recognizes the men and women of Effingham County who have served our nation, reflecting the community’s enduring respect for their service and sacrifice. (Goodywn Mills)*



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.”