**THE CITY OF**

**HALLANDALE BEACH, FLORIDA**

***invites your interest in the***

***position of***

**CITY MANAGER**

**THE OPPORTUNITY**

The City of Hallandale Beach is searching for a City Manager. Serving as the City’s Chief Executive Officer, he/she will be an experienced, service-oriented and innovative professional. The ideal candidate will be a confident, strong, energetic, assertive, and ethically sound leader who can provide a vision for the City. The City Manager will lead and manage by example.

**THE COMMUNITY**

Home to over 39,500 residents, the City of Hallandale Beach comprises 4.63 square miles and is conveniently located between Fort Lauderdale and Miami, next to Aventura with access to the Fort Lauderdale/Hollywood and Miami International airports, Port Everglades, Port of Miami, and I-95. The City of [HallandaleBeach](http://showcasere.com/8924/dsp_agent_page.php/56601)is a beautiful oceanfront community located in the sub-tropical paradise of South Florida.

The City of Hallandale Beach is known as a progressive community. The City proudly markets itself as a City of "Progress, Innovation, Opportunity." The City is known as the home of [Gulfstream Park](https://en.wikipedia.org/wiki/Gulfstream_Park) and The Big Easy ([horse racing](https://en.wikipedia.org/wiki/Horse_racing) and [casino](https://en.wikipedia.org/wiki/Casino)) which hosts the Pegasus Classic (the world’s richest horse race). It also has a sizable financial district, with offices for a number of banks and brokerage houses. Due to the large number of tourists who eventually retire in the City, Hallandale Beach has one of the fastest-growing populations in [Broward County](https://en.wikipedia.org/wiki/Broward_County) and in [Metro Miami](https://en.wikipedia.org/wiki/Miami_metropolitan_area).

Founded largely as a way station between Palm Beach and Miami, the settlement of Hallandale was the vision of oil and railroad tycoon Henry Morrison Flagler. Flagler was extending his Florida East Coast Railway (FEC) south to Miami and Key West as he was seeking produce from the rich, fertile lands he acquired.

Luther Halland was the son-in-law of Henry Flagler's land commissioner, James Ingraham. The Swedish son of an Iowa minister, Luther Halland was enlisted to entice Swedish farming families to relocate to an area he named after himself, *Halland.* The first area plats were filed in 1898. There were 12 original families. The first Postmaster added "ale" and the settlement became *Hallandale.* With the settlement, came a stop along the FEC Railway to move produce to market. Tomatoes were the major cash crop at the turn of the 20th Century. Luther Halland operated the largest trading post in the area and Hallandale became a major stop.

During the 1920s, the community continued to grow, but at a slower pace than nearby communities. The settlement wanted to distinguish itself from Hollywood and incorporated on May 14, 1927. The Great Depression stymied the growth of all South Florida communities. Hallandale, which was growing at a slower pace, was not as devastated by the Depression. However, the population remained virtually unchanged from the housing boom of the 1920s through the 1940s, with a difference of about 300 residents.

In the decade of the 1950's and early 1960's, Hallandale enjoyed a growth spurt. The population swelled from just over 3,800 in 1950 to almost 21,000 residents by 1966. High-rise condominiums and apartments were being built along the beach and east of Federal Highway; Hallandale was booming. After a lull in development, the City entered another growth spurt and grew to 36,000 residents by 1980. The U.S. Census Bureau shows an exodus during the next decade, before the City once again started to grow. During this time, the City's population began evolving from a predominantly retirement population to a younger community. In 1990, the average age of residents was 64.1 years of age; 52.7 years of age in 2000, and 46.7 years of age in 2010 according to the 2010, *U.S. Census Bureau statistics.*

Learn more by visiting the official site of the City of Hallandale Beach at:

[**www.hallandalebeachfl.gov**](http://www.hallandalebeachfl.gov)

**or follow us via** [**www.facebook.com/cityofhallandalebeach**](http://www.facebook.com/cityofhallandalebeach)

**THE ORGANIZATION**

A full-service City, Hallandale Beach has a total FY 2018/2019 budget of approximately $137 million with about 435 full time and 93 part-time employees. The City is governed by a Commission-Manager form of government consisting of five elected officials; a Mayor, a Vice-Mayor and three Commissioners, all of whom as a body, establish legislative policies. All are elected at large and serve staggered, four-year terms. The Mayor is elected by the public, while the Vice Mayor is selected from among the four Commissioners. Elections occur in November of even numbered years. The City does not have term limits and it is not uncommon for Commissioners to serve multiple terms. The City Commission appoints the City Manager and the City Attorney. The City Manager serves as the Chief Executive Officer overseeing all departments and carries out the established legislative policies.

**THE POSITION**

The City is seeking a dynamic and proven leader, capable of strategic planning and directing the services of the City and coordinating efforts with the City departments within a complex, fast-paced and lean environment. He/she must be open, honest, respectful, loyal and customer service oriented with exceptional oral and written communication skills; He/she must be a creative problem solver who is able to identify key issues in complex situations, and skills evaluating options; although not required, bilingual including Spanish would be an asset. He/she must be a strategic and analytical thinker with courage to be a catalyst for continuous improvement.

**THE QUALIFICATIONS**

* Minimum of Bachelor’s degree from an accredited college or university, with a major in administration, management or a related field, Master’s degree preferred.
* Five (5) Years of progressively responsible experience in municipal and/or local government. Private private sector management complementing government experience would be a plus.
* At least five (5) Years as executive level manager overseeing at least 200 employees.
* Member in good standing or eligible for membership with International City/County Management Association (ICMA).
* Prior management experience in politically complex situations.
* No prior disciplinary action during last 24 months of employment.
* Residency within city limits is encouraged strongly; anyone moving from outside the area will be requested to reside in the City.
* Valid driver’s license with a satisfactory driving record.

**THE IDEAL CANDIDATE**

The City of Hallandale Beach is seeking a candidate who has a demonstrated record of achievement. The individual will be proactive, progressive, strong, energetic and hard working - visualizing possibilities where others see stumbling blocks. The manager will partner with the Commission to continue the City’s progress towards becoming a world class city. He/she will have an open-door policy with a high degree of integrity, honesty and value transparency. In the current media world, it will be important for the individual’s conduct, both past and future, to be above reproach.

The new City Manager will have a wide array of skills:

* Analytical skills, in-depth knowledge and hands-on experience with Budget and Finance.
* Experience and good grasp of economic development.
* Knowledge and skills working with CRA.
* Grasp and good understanding of infrastructure projects and expenses.
* Communication and leadership in intergovernmental relations.
* Commitment to Accountability.
* Comfortable talking to corporate executives.
* Accessible to residents and staff
* A patient listener, acting as a sounding board for both the elected officials and the staff.
* Will have had success in building consensus among elected officials.
* Strong background in labor relations and union negotiations.

**COMPENSATION AND BENEFITS**

While the salary is negotiable dependent on qualifications and experience, the City anticipates a starting salary within the annual range of $160,000 and $200,000.

**HOW TO APPLY**

For additional information on this outstanding opportunity, please contact W. D. Higginbotham, Jr., at

**727-214-8673**, [**WDHiggin@mercergroupinc.com**](mailto:WDHiggin@mercergroupinc.com) or visit [**www.mercergroupincflorida.com**](http://www.mercergroupincflorida.com)

**Qualified candidates are encouraged to send a letter of interest and resume**

**electronically by the close of business on Friday, March 8, 2019:**

**W. D. Higginbotham, Jr., Senior Vice President**

**The Mercer Group, Inc.**

**Daytona Beach Shores, Florida**

**Email -** [**WDHiggin@mercergroupinc.com**](mailto:WDHiggin@mercergroupinc.com)

*Resumes are subject to the provisions of Florida Public Records Statutes. The City of Hallandale Beach is an Equal Opportunity Employer. The City of Hallandale Beach does not discriminate on the basis of race, color, religion, creed, sex, age, marital status, national origin, political ideas, or disability in employment or in the provision of services.*

**M** The Mercer Group, Inc.