


Interim City Manager Recruitment and Selection Process
City of Tacoma | Human Resources Department
City Council Study Session
January 28, 2025

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TIMELINE

- February - March 2025: Source candidates, finalize criteria, and plan for interviews.
- April 2025: Interim City Manager candidate interviews conducted.
- May 2025: Interim City Manager begins.
- July 2025: City Manager retires.

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PROCESS



- Focus and Priorities of Interim City Manager
- Role of the Council
- Sourcing of Candidates

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FOCUS AND PRIORITIES



- Current Issues
 - 2025-2026 Biennial Budget and Beyond
- Council Priorities
 - Community Safety
 - Housing and Homelessness
 - Livable Wage Jobs
 - Access to Facilities and Services
 - Human and Environmental Health
 - Belief and Trust

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CITY MANAGER COMPETENCIES

Examples:

- **Communicates Effectively:** Developing and delivering multi-mode communications that convey a clear understanding of the unique needs of different audiences.
- **Values Differences:** Recognizing the value that different perspectives and cultures bring to an organization.
- **Drives Results:** Consistently achieving results, even under tough circumstances.
- **Manages Complexity:** Making sense of complex, high quantity, and sometimes contradictory information to effectively solve problems.

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NEXT STEPS

- Finalize the Interim City Manager Focus and Priorities
- Begin Sourcing Candidates

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