


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

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1



## 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.

2

2

## PROCESS



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

3

3

## 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

4

4



## 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.

5

5



## NEXT STEPS

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

6

6



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