



CITY ADMINISTRATOR

City of Yuma, Arizona

Recruitment Services Provided By



The Opportunity

The City of Yuma, Arizona, is seeking a visionary, collaborative, and results-oriented leader to serve as its next City Administrator. Nestled along the Colorado River in the heart of the Sonoran Desert, Yuma is a thriving, full-service community with a strong financial foundation, a culture of innovation, and a steadfast commitment to exceptional public service. This is an outstanding opportunity for an accomplished executive to partner with an engaged City Council, empower a talented workforce, and lead a dynamic organization as it builds on its momentum, advances strategic priorities, and shapes the future of one of the Southwest's most unique and rapidly evolving communities. The ideal candidate will bring strategic vision, operational excellence, and a passion for fostering economic vitality, organizational performance, and an exceptional quality of life for residents and businesses alike.





The City of Yuma

Nestled in the southwest corner of Arizona, where the Colorado River meets the Sonoran Desert, Yuma is a vibrant and welcoming community with a rich cultural heritage, abundant natural beauty, and a strong sense of civic pride. With a population of approximately 104,000 residents and growing, Yuma serves as the commercial, agricultural, and governmental hub of the region.

Yuma is known for its year-round sunshine, offering more than 300 days of sunshine annually – making it one of the sunniest places in the United States. The city's warm, dry climate supports a wide range of outdoor recreational activities, from hiking, biking, and golfing, to boating and off-roading. Residents and visitors alike enjoy Yuma's scenic desert landscapes, historic downtown, and access to the Colorado River.

Economically, Yuma is driven by agriculture, military, healthcare, tourism, and cross-border trade. The region is one of the top producers of winter vegetables in the nation, earning it the nickname "Winter Lettuce Capital of the World." Yuma is also home to Marine Corps Air Station Yuma and the U.S. Army Yuma Proving Ground – two key military installations that play a vital role in the national defense and local economy.

Culturally diverse and community-oriented, Yuma offers a high quality of life with excellent schools, healthcare facilities, affordable housing, and a low cost of living relative to many urban centers. With ongoing infrastructure development, a strong regional identity, and an engaged citizenry, Yuma is a forward-thinking city that values tradition while embracing innovation.

Whether you're drawn to the region's natural beauty, its strong community values, or its opportunities for professional growth and leadership, Yuma is a place where you can make a meaningful impact.



City Government

The City of Yuma operates under a Council-Manager form of government. The City's charter dictates that the Mayor and City Council, as the elected leaders of the city, make policy for the city, approve the budget and adopt local laws and regulations. The Mayor and City Council are responsible for appointing a City Administrator who serves as the chief executive officer of the city.

The City Administrator carries out Council adopted policies, directs the day-to-day operations of the organization, and prepares the annual budget and capital improvement program. All employees serve under the direction of the City Administrator. In FY 26-27, the City organization of 1,067 full-time employees is supported by an approved all-funds budget of \$566.7 million.

City administration implements City Council priorities and provides management direction and leadership of the organization in a fair, transparent, and accountable manner. The office aligns municipal service delivery with community needs, Council priorities, and the City's [Strategic Plan](#).

Core Values - "We Value"

- Professionalism – Be our best. Set the standard.
- Accountability – Be responsible. Own our actions.
- Integrity – Be honest. Do the right thing.
- Responsiveness – Be deliberate. Follow through with intent.

\$ 566.7M
All Funds Budget

1,067 FTE
Employees



"THE YUMA WAY"

We are a strong team dedicated to serving our community,
building relationships and creating opportunities.



The Position

Under administrative direction of the Mayor and City Council, the City Administrator serves as the Chief Administrative Officer for the City of Yuma. The City Administrator administers, advises, manages and directs all departments and agencies, and ensures compliance of all department activities with City Council goals. The City Administrator is assisted in leading the City organization by two Deputy City Administrators and 13 Department Directors. Some key responsibilities for this position include:

- Serving as the principal advisor to the Mayor and City Council; exercising independent judgment within broad policy guidelines; evaluating and analyzing issues and policies; recommending and implementing solutions; identifying and monitoring goals and objectives; and assuring effective communication of actions required to meet the needs of internal and external customers.
- Developing and directing strategies to meet City Council goals and objectives; interpreting concerns, defining desired results, developing solutions, determining scope and priorities of programs and special projects; and assuring the efficient delivery of high-quality public services.
- Meeting regularly with Department Directors to provide leadership and direction; analyzing and evaluating issues and proposals and directing the implementation of solutions; training, motivating and evaluating staff, and providing leadership, direction, and coaching; and effectively addressing personnel issues in order to promote a productive and healthy work environment.

- Acting as an advisor to the Mayor and City Council for the development of long and short-range plans, goals and objectives, financial condition, and execution of all laws and City Council ordinances; and coordinating City Council meetings and work sessions, and researching issues and action items.
- Preparing the annual budget and capital improvement program proposals, justifications and funding contracts; and overseeing the preparation of the annual financial report.
- Meeting with citizens and community groups to receive input into long and short range plans for City services and resolving citizen concerns; and representing the City's interests to key stakeholder groups.
- Meeting with City departments to resolve interdepartmental issues, coordinating services and programs, and evaluating the effectiveness of current, proposed, and ongoing programs.
- Supporting the relationship between the City and the general public by demonstrating courteous and cooperative behavior when interacting with citizens, visitors, and City staff; and promoting the City goals and priorities, vision, values, and the "Yuma Way", and complying with all City policies and procedures.

Challenges & Opportunities

The next City Administrator in the City of Yuma will have the opportunity to deliver leadership and strategic vision to a dynamic and highly effective organization as it continues to advance its service capabilities and reputation as a premier City. Some noteworthy challenges/opportunities for the City Administrator include:

- As the City of Yuma is poised for economic and potential geographic growth and thoughtful development, the next City Administrator will have the opportunity to bring a forward-thinking, visionary mindset and work collaboratively with the City Council, City staff, and community partners to usher Yuma into its next phase.
- The City Administrator will inherit a cohesive group of department directors and staff who are well-aligned from a culture perspective. The successful candidate will be challenged to maintain a strong culture that is supportive, integrative, and community focused.
- Team building and succession planning will present enticing challenges for the next City Administrator. There will be opportunities to select new department directors and other key staff members due to anticipated retirements on the horizon.
- Infrastructure enhancements will be an important challenge for the next City Administrator to contemplate and lay the groundwork for future growth and development in Yuma.
- Solid fiscal leadership has positioned Yuma well. The successful candidate will be challenged to continue to be a thoughtful and strategic fiscal steward as Yuma moves into its next chapter.





Ideal Candidate

The ideal candidate for Yuma's City Administrator will possess the following traits, characteristics, and experiences:

- A team-oriented, problem-solving, collaborative leadership orientation. The most ideal candidate will have an approachable demeanor and be a people-centric leader.
- Strong communication skills and the ability to make difficult decisions when necessary are highly desired traits for the next City Administrator.
- An open, transparent, inclusive, and engaging communication style that inspires people inside and outside the City of Yuma would benefit the organization.
- The most qualified candidates will bring a high level of collaboration and ability to work effectively with City leadership, elected officials, and others as a dedicated representative of the City of Yuma. A community-oriented, relationship-driven leadership style is essential.
- A visionary leader with strong strategic thinking skills is desired.
- Labor/Management experience is essential.

Qualifications

Any combination of training and experience that would provide the required knowledge, skills, and abilities is qualifying. A typical way to obtain the required qualifications would be:

Education: Possession of a Bachelor's degree in Business or Public Administration. A Master's degree in Public Administration or a related field is preferred.

Experience: Seven (7) years of municipal government management experience.

License or certification: A valid Arizona State Driver's License is required. Certification as a Professional Manager from the International City/County Management Association (ICMA) is desirable.





Salary & Benefits

The annual salary range for the City Administrator is **\$287,191 to \$373,348**. Placement within the range is negotiable and dependent upon qualifications. In addition, the City offers a comprehensive benefits package including:

- **Retirement:** City employees are automatically enrolled in the Arizona State Retirement System (ASRS). Employees contribute 12.12% (pre-tax) and the City contributes 12.12% of the employee's gross wages through automatic deduction. Contributions to the ASRS are in addition to FICA (Social Security taxes).
- **Deferred Compensation:** Employees may participate in a tax-sheltered Annuity Plan (457 Plan) through payroll deduction to provide additional retirement income.
- **Medical, Dental, and Vision Insurance:** The City of Yuma is proud to provide medical, dental, and vision insurance for its employees which is administered by the Yuma Area Benefit Consortium. Employees may choose from two traditional PPO plans or a High-Deductible Health Plan with a Health Savings Account. Dependent premiums are paid one month in advance and are pre-taxed.
- **General Leave:** General Leave is available for all regular full-time and regular part-time employees and is paid leave for an employee's personal time off. General Leave can be used 90 days after hire date and varies by the employee's years of service, with increases at 5, 10, 15, and 20 years of service. New employees accrue 6.14 hours per pay period or 153.5 hours annually.
- **Holidays:** 12 paid holidays per calendar year.
- **Sick Leave:** Employees are eligible to utilize paid sick leave immediately following 90 calendar days from their hire date. July 1 of each year, employees will have 40 hours of sick leave added to their sick leave bank. New employees receive 40 hours of sick leave upon their date of hire.
- **Life Insurance:** Life insurance is provided at 1x annual salary.
- **Relocation Assistance:** Up to \$10,000 may be available for the selected candidate.
- **Tuition Reimbursement:** The City provides eligible employees with tuition reimbursement for undergraduate and graduate level courses. Eligible full-time employees may receive up to a maximum of \$3,500 per calendar year.

Application & Selection Process

To be considered for this position, interested candidates must submit a cover letter and résumé no later than **Monday, September 14, 2026**, at:

www.mosaicpublic.com/careers

CONFIDENTIAL INQUIRIES ARE WELCOMED TO:

Bryan Noblett | bryan@mosaicpublic.com | (916) 550-4100

RECRUITMENT TIMELINE:

Deadline to apply and be considered: Monday, September 14, 2026
Candidates selected for interviews: Late September/Early October 2026
In-person interviews: October/November 2026
Estimated start date for new City Administrator: Early 2027

The City of Yuma is an Equal Opportunity Employer.

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