

CITY OF AURORA, COLORADO

Strategy and Performance Manager



THE CITY

Situated on prairie grasslands, rolling hills and the Black Forest's northern tip, Aurora offers something for every lifestyle, from convenient urban living to master-planned communities. Aurora is a close-knit community with excellent services and amenities. With Buckley Air Force Base, the Anschutz Medical Campus, Fitzsimons Innovation Community, and other major employment centers, the city has thriving aerospace, defense, bioscience, health care, and distribution industries. Aurora is also a global community. People from around the world live, work and have businesses throughout Aurora, creating a culturally rich environment and one of the city's greatest assets.

Long known as the Gateway to the Rockies, this All-America City lies on the eastern edge of the Denver-Aurora metropolitan area. The city boasts spectacular views of the Front Range spanning from Pikes Peak to Longs Peak. And, if you need to travel locally or abroad, Aurora's proximity to three major highways, light and commuter rail lines, and Denver International Airport makes it accessible and a short commute to the world.

More than 386,000 residents and 10,000 businesses choose to call Aurora home, making it the third largest city in Colorado and the 54th largest in the United States. The city covers 160 square miles and is located within three counties, Arapahoe, Adams, and Douglas, with 74 square miles of land inside city limits still undeveloped. Aurora's diversity as a majority-minority city, where no one ethnic group is the majority population, is reflected in its many ethnic and independent restaurants and thriving arts scene.

Aurora provides access to quality education, with five school districts and nine campuses of higher learning meeting the instructional needs of residents and those beyond the city limits. Aurora is the only place in Colorado where students can get a Doctor of Medicine degree.

Aurora's climate is mild and dry, offering residents and visitors ample opportunity to get outside, stay fit, and enjoy all that Colorado living has to offer. Aurora has five golf courses, two reservoirs, more than 97 parks, and over 4,000 acres of open space and trails. Situated at the foot of the Rocky Mountains, Aurora is a gateway to all Colorado has to offer.

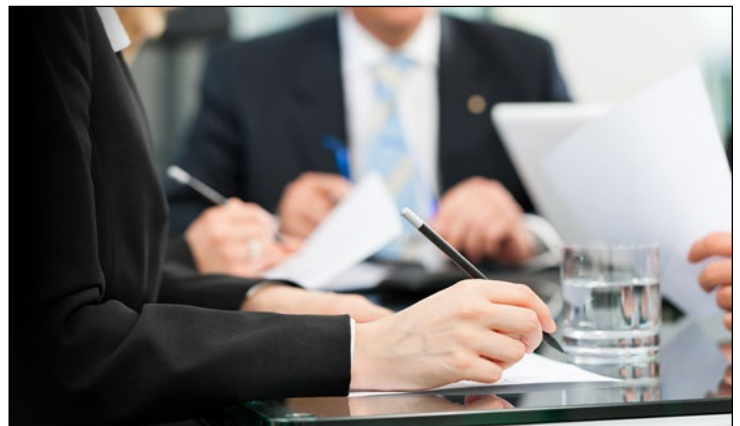
WHY WORK FOR AURORA?

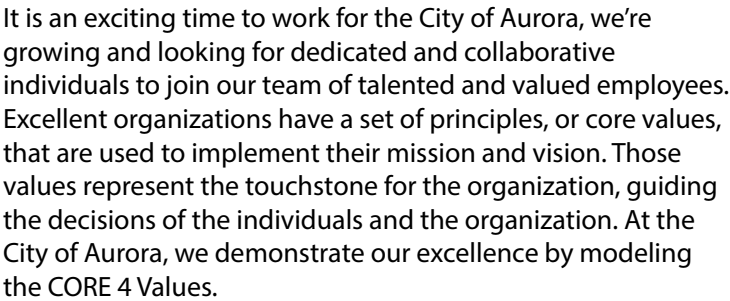
- ◆ Make a difference in the lives of real people everyday
- ◆ Diverse Community
- ◆ Competitive total compensation package
- ◆ Well-Funded General Employees Retirement Plan
- ◆ Light rail stations minutes away
- ◆ On-site fitness center and wellness programs
- ◆ Internal educational programs to assist with career advancement
- ◆ Access to innovation workspaces and remote work opportunities

For further information, please visit the city's website at www.auroragov.org.

GOVERNANCE

The City of Aurora is a full-service city governed by a council/manager form of government, which combines the political leadership of elected officials with the managerial expertise of an appointed local government manager. The Aurora City Council is comprised of the mayor and 10 city council members. Of those 10 members, six members represent one of the six wards that section the city. The remaining four members are elected at-large, like the mayor, to represent the city. The city of Aurora has 30 boards, commissions, committees, and authorities composed of citizen volunteers appointed by the Aurora City Council. The City Manager is appointed by and reports to the mayor and City Council.





Integrity ♦ Respect ♦ Professionalism ♦ Customer Service

"Aurora is built on a set of four core values that are used to carry out our mission and vision. As ambassadors, each and every [employee] respects these principles as the cornerstone of our city. We hold ourselves accountable to them, and we use them to guide the decisions we make."

To learn more, go to:

www.auroragov.org/city_hall/core_4_values

This is a pivotal and crucial position for the City of Aurora as it will drive the strategic efforts of the organization. The Strategy & Performance Manager will work collaboratively with City leadership, elected officials, and departments to develop core business functions and key strategic priorities with actionable goals.

This unique role is a valuable addition to the organization and will manage the organizational roadmap for the City of Aurora to address key challenges, identify opportunities to enhance the delivery of city services, and develop performance measures to be a “best practice” leader in municipal government.

The Strategy & Performance Manager will oversee the development of a performance management system that provides open and transparent government to the stakeholders by measuring and monitoring benchmarks and key business metrics aligned with the strategic plan. This dashboard will guide continuous organizational improvement, mitigate operational risks, identify opportunities to improve the quality of city services, and provide meaningful real-time data and information to decision makers. ***This position is eligible for a flexible/remote work schedule, but candidates must reside in close proximity to Aurora.***

This “community steward” must be deeply committed to the mission of public service and have the political aptitude and business intelligence to make financially and ethically sound decisions ensuring the City’s financial transparency, accountability, and sustainability. This visionary leader must have proven strategic planning, decision making, and problem-solving skills, along with excellent written and verbal communication and listening skills. This highly collaborative leader shall have exceptional interpersonal and analytical skills to bring credibility to this role and have the ability to quickly establish mutual respect and trust with the Mayor & Council, City leadership and department staff.





This strategic-minded individual will be dedicated to the successful delivery and quality of City services across all sectors of the population with an emphasis on customer service excellence and improving organizational efficiencies, service levels, and public engagement. Candidates must be creative thinkers who are driven by opportunities to continually improve, and the ability to handle and prioritize multiple projects simultaneously using sound judgment. This role needs a professional that is strong in organizational leadership, strategy formulation and executive, and has a good understanding of local government operations and municipal budgeting.

MINIMUM QUALIFICATIONS

- ◆ Bachelor's Degree in Business Administration or Management, Organizational Development, Communications, Public Administration or directly related field
- ◆ MBA or MPA is preferred
- ◆ A minimum of 3 years' experience in Strategic Planning and/or Operational Performance or similar duties and responsibilities
- ◆ Possession of one (1) or more of the following certifications is preferred: Techniques of Participation; Facilitation Graphics; Lean 6 Sigma; Strategic Planning Techniques

An equivalent combination of education, training, and experience that demonstrates the required knowledge, skills, and abilities may be considered.

COMPENSATION AND BENEFITS

The salary range for this position is **\$91,187-\$142,480** annually.

Starting salary to be commensurate on the qualifications and experience of the successful candidate. This position is eligible for remote/hybrid work opportunities. The City also offers an attractive **benefits and retirement package**.

APPLICATION PROCESS AND RECRUITMENT SCHEDULE

To be considered for this exceptional career opportunity, please submit your resume, cover letter, and a list of six work-related references (who will not be contacted without prior notice) by **Friday, July 1, 2022**. Please submit your materials to: <https://www.cpshr.us/recruitment/2016>.

For additional information about this position please contact:



KYLIE WILSON / RACHAEL DANKE
CPS HR Consulting

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Website: www.cpshr.us

Resumes will be reviewed by the consultant and sent to the city for further consideration. Candidates deemed to have the most relevant qualifications will be invited to interview with the city. Media checks, and a comprehensive reference and background check will be performed on final candidates.

