



NATIONAL CITY

CALIFORNIA

invites your interest in the position of

City Manager



Recruitment Services Provided by Ralph Andersen & Associates

The City of National City is seeking a strong leader and experienced, forward thinking, and collaborative manager to provide effective leadership while coordinating the activities of a municipal organization. The ideal candidate will have a strategic focus and can take a creative approach to solving problems and managing the long-term goals of the City. The City is looking for a positive change agent adept at motivating, developing, and evaluating across the organization and is committed to enhancing a city-wide culture of teamwork, trust, and cooperation. The incoming City Manager will be someone willing to make a professional and personal commitment to the community.

About the City of National City

The City of National City is a full service, state-governed city serving a vibrant and socioeconomically diverse population, mild climate, and central location make National City a great place to live, work, play, and do business. The City takes great pride in its rich history, strong bi-national relationships, and deep commitment to its residents, schools, neighborhoods, and thriving business districts.

As San Diego County's second-oldest city, National City is truly at the center of it all. Located within a dynamic bi-national region of more than five million consumers, the City's competitive advantage lies in its central location, robust transportation network, and diverse business industry. National City is just minutes from downtown San Diego, local beaches, San Diego International Airport, the U.S.-Mexico border, San Diego State University, and other colleges and universities.

National City is served by interstates 5 and 805, as well as State Route 54, providing convenient access for residents, businesses, and visitors throughout the region and into Mexico. Public transit options are readily available through the San Diego Trolley and the Metropolitan Transit System (MTS), which serve National City seven days a week.

For more information on the City please visit their website at: www.nationalcityca.gov.

The Organization

National City is a general law city and operates under the council-manager form of government. The City Council has five members, a mayor and four council members. The Mayor is elected at large, while the Council members are elected by district for four-year terms with a limit of three consecutive terms. The City Treasurer and the City Clerk position transitioned from an elected position to appointed positions in 2023.

The City Council is responsible for setting policies, enacting ordinances, adopting the budget, reviewing the General Plan, appointing committees, and appointing the City Manager and City Attorney. The City Manager is responsible for carrying out policies and ordinances of the City Council, appointing City department heads, and overseeing the day-to-day operations of the City. The City Manager also serves as executive director and secretary of the Community Development Commission of the City of National City and may delegate that authority. National City is a full-service city, organized into the departments of City Manager, City Clerk's Office, City Attorney's Office, Building, Planning, Engineering/Public Works, Finance, Fire, Police, Housing & Economic Development, Community Services, Information Technology, Library, Neighborhood Services, and Human Resources.

City services are delivered with the assistance of over 333 full-time and 105 part-time employees, and a 2025/2026 General Fund budget of \$54.7 million. The largest source of revenue in the general fund is sales tax, which makes up 40% of the total general fund revenues.

To view the City's 2026 Adopted Budget click [here](#).

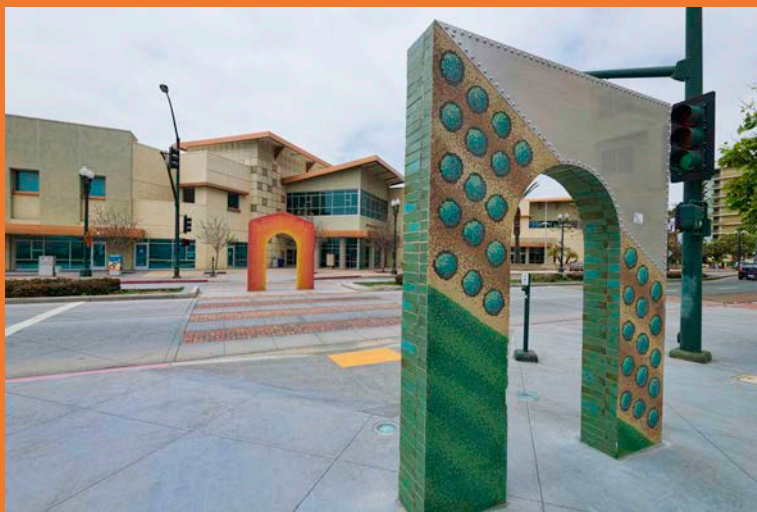
About the Position

Under policy direction, the City Manager plans, organizes, and provides administrative direction and oversight for all City functions and activities; provides policy guidance and program evaluation to the City Council and management staff; encourages and facilitates provision of services to City residents and businesses; fosters cooperative working relationships with State and local intergovernmental and regulatory agencies and various public and private groups; pursues appropriate avenues of economic and community development; and performs related work as required.

The City Manager serves as the Chief Executive Officer of the City, accountable to the City Council and responsible for enforcement of all City codes, ordinances, and regulations, the conduct of all financial activities, and the efficient and economical performance of the City's operations.

The Ideal Candidate

The City Council is seeking a creative and innovative individual to utilize a team approach to problem-solving and be proactive in addressing issues of concern to the City Council and the community. Additionally, the City Manager will be able to develop and promote strategic initiatives for the Council's discussion and consideration, while also incorporating best practices in local government.



*We Pledge to Provide **Customer Service**
through a **Culture of...***

Courtesy

We treat everyone with dignity and respect.

Collaboration

We work to achieve common goals and value our differences.

Communication

We communicate openly, honestly, and with clear, consistent messages.

*with a **Commitment to our Community!***



The Ideal Candidate *continued*

The next City Manager will:

- Have a collaborative approach with the City Council, department directors, and staff fostering an open dialog;
- Truly enjoy working in the public sector; elected officials and residents alike have high expectations of the City Manager including involvement in civic, business, community-wide social gatherings, and inter-governmental activities on a local and regional basis;
- Be an experienced decision-maker committed to organizational effectiveness, fiscal accountability, and continuous improvement of a municipal organization;
- Be comfortable in an environment that constantly strives for high quality work product, strategic planning, financial acumen, exceptional customer service, and timely responses to public inquiries;
- Have unquestioned personal integrity, honesty, and impeccable ethics paired with excellent communication skills; and
- Possess strong interpersonal skills, including being an excellent listener and open to new and different ideas.

Additionally, the ideal candidate will possess the following personal characteristics and attributes:

- Have a genuine concern for preserving the quality of life presently offered to residents of National City and a high regard for the importance of maintaining the quality of life to residents;
- Possess a result driven approach to the successful management of an organization;
- Possess a confident style that will promote candid discussions and encourage diversity of thought by providing an environment that emphasizes the review of options and alternatives for the City Council's consideration;
- Ability to provide leadership to staff with the ability to set goals and objectives, be able to motivate others of varying levels, and contribute effectively to their timely achievement and successful performance; and
- Possess strategic thinking and problem-solving skills with the ability to anticipate the political ramifications of management decisions.

The new City Manager will provide strong leadership and be primarily involved in:

- Balancing an array of community needs including continuing the high-level of transparent, frequent, and open communications;
- Addressing ongoing infrastructure needs, service delivery, public safety, and overseeing overall enhancements through effective planning and community development;
- Establishing constructive relationships among the City Manager, staff, Council and the community; and
- Securing the City's long-term financial future will be of paramount importance for the next City Manager. The new City Manager will need to be a highly strategic thinker to help the City identify opportunities for generating new revenues while still delivering high quality services and tackling the long-term needs of the City.

Education and Experience



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: Graduation from a four-year college or university with major coursework in public or business administration, public policy, finance, or a related field. A Master's degree in Public or Business Administration is highly desired.

Experience: Five years of management or administrative experience in a public agency setting as a City Manager, Assistant City Manager, or in a related managerial capacity involving responsibility for planning, organization, and implementation of City Council goals. The City Council will consider a broad spectrum of talented individuals with a preference for municipal service in a city in California.

Compensation and Benefits

The annual salary range for the City Manager is \$285,000 to \$315,000 DOQE, plus an executive level benefits including CalPERS retirement – classic members 3% @ 60 formula. New members participate in a 2% @ 62 formula. A mutually agreeable employment agreement will be negotiated. Further details on compensation and benefits may be obtained on the Ralph Andersen & Associates website by clicking [here](#). Further discussion on anticipated base salary or the total compensation package may be directed to Ralph Andersen & Associates.

To be Considered

Interested candidates are encouraged to **apply immediately**. First review of resumes is anticipated for Monday, April 13, 2026. Electronic submittals are strongly preferred via email to apply@ralphandersen.com, and should include a compelling cover letter, comprehensive resume, and five professional references. This is a confidential recruitment and will be handled accordingly throughout the various stages of the process. Candidates should be aware that references will not be contacted until mutual interest has been established. Ralph Andersen & Associates will work in concert with the City to conduct the initial evaluation of submitted materials to determine the best overall match with the established criteria as outlined in this recruitment profile.

Confidential inquiries welcomed to Mr. Fred Wilson, Ralph Andersen & Associates, at (916) 630-4900.

*The City of National City is an
Equal Opportunity Employer*