



WATERBURY

V E R M O N T

MUNICIPAL MANAGER

Welcome to Waterbury

Waterbury (pop. 5,300) is one of Vermont's most vibrant and dynamic communities—an energetic hub where local business, outdoor recreation, and community life come together meaningfully. With a thriving downtown, iconic brands, and a highly engaged citizenry, Waterbury offers both small-town character and forward-looking momentum.

The Town seeks a collaborative and forward-thinking **Municipal Manager** to help guide its next chapter—one focused on organizational stability, thoughtful growth, and continued community investment.

This role includes overseeing a \$6.6 million municipal budget, leading a dedicated staff, and closely coordinating with the Edward Farrar Utility District (EFUD)

A Community with Momentum

Waterbury is a place where people are deeply invested—in their town, their neighbors, and their future. That energy is reflected in a strong local economy, an active downtown, and a steady calendar of community events that bring people together year-round.

Key strengths include:

- A diverse economy supported by both local businesses and nationally recognized brands
- A vibrant downtown paired with strong community engagement
- Exceptional access to outdoor recreation and natural resources

Over the past decade, the Town has made meaningful progress—revitalizing its downtown, investing in infrastructure, expanding housing, and strengthening financial stability. Just as importantly, Waterbury has demonstrated resilience and a clear ability to move forward with purpose.

Looking Ahead

Waterbury is well-positioned for its next phase of growth. In the years ahead, the Town will continue advancing flood mitigation efforts, supporting new housing development, and expanding infrastructure capacity—while also modernizing municipal operations to better serve the community.

The next Municipal Manager will play a central role in aligning these priorities and helping the community move forward with clarity and confidence.

A Leadership Opportunity

This is a role for someone who values connection as much as execution—someone who can build relationships, support a team, and bring focus to complex priorities.

Early areas of focus will include strengthening internal culture, stabilizing staffing, and building strong, productive relationships with the Selectboard, staff, and the broader community.



Working with the Selectboard

Waterbury operates with a strong commitment to transparency, collaboration, and community engagement. The Selectboard values thoughtful, consensus-based decision-making, open communication, and a clear distinction between governance and administration.

They seek a Municipal Manager who is visible, approachable, and proactive—someone who builds trust, communicates clearly, and collaboratively moves initiatives forward.

Town Government: Strengths & Opportunities

The Town is supported by a dedicated team and strong core departments, including Public Works, Fire, Recreation, and the Library. Facilities and equipment are well maintained, providing a solid operational foundation.

At the same time, important work lies ahead. The organization is navigating recent turnover in key roles, continuing to modernize systems and operations, and implementing its first union contract—all areas where strong, steady leadership will make a meaningful impact.

The Ideal Candidate

The successful candidate will bring a balance of professionalism, approachability, and steady leadership. They will be a strong communicator and collaborator who can build alignment across staff, elected officials, and the community.

Key strengths include:

- Experience in municipal finance, capital planning, and personnel management
- Familiarity with municipal law, governance, and regulatory environments
- The ability to lead organizational improvements and manage complex priorities

Equally important is the ability to lead with clarity, build trust, and foster a positive, productive culture.

Qualifications & Compensation

QUALIFICATIONS

- Bachelor's degree in public or business administration (*advanced degree preferred*)
- 4-6+ years of leadership and financial management experience, ideally in a municipal setting

COMPENSATION

- Salary range: \$125,000 – \$145,000, depending on experience
- Participation in VMERS, along with comprehensive health and dental benefits
- Ongoing professional development support

To Apply

The recruitment process is managed by the Vermont League of Cities and Towns.

Contact:

Applications should be submitted electronically to:

Bill Fraser, VLCT Management Consultant
bfraser@vlct.org | 802-522-5846

Deadline: May 27, 2026

Interview timeline: June 8-26



The Town of Waterbury is an equal opportunity employer.