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DEPUTY CITY MANAGER
Annual Salary
\$206,107-\$263,057

<https://www.governmentjobs.com/careers/carsonca>

CITY OF CARSON



DEPUTY CITY MANAGER

POPULATION

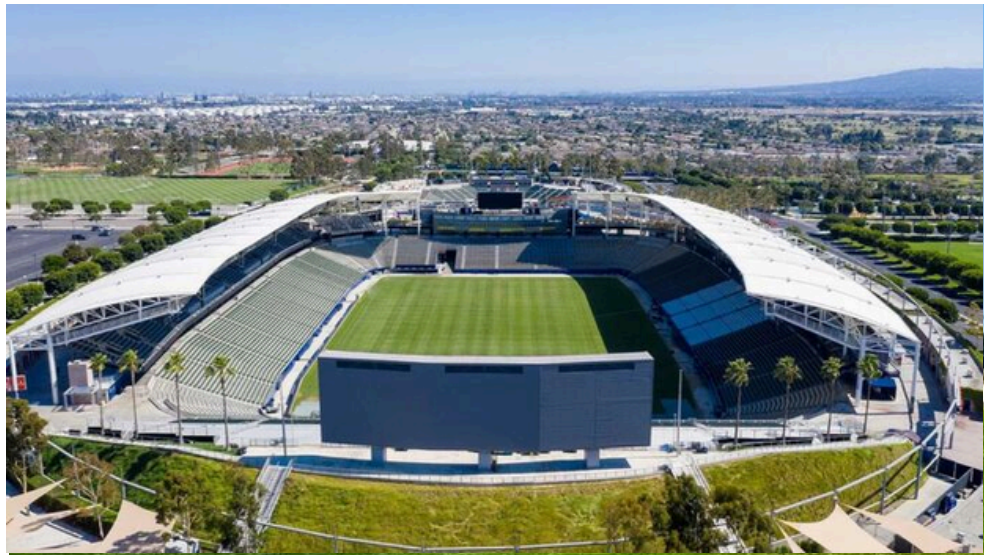
95,558

COUNTY

LOS ANGELES

KEY INDUSTRIES WITH HEADQUARTERS IN THE CITY OF CARSON

- Health & Social Assistance
- Manufacturing
- Retail Trade
- Mining, Quarrying, Oil, Gas Extraction
- Utilities
- Finance & Insurance



THE COMMUNITY

Located in the South Bay section of Los Angeles County, Carson has grown from a population of 61,000 in 1968 to 95,558 in 2024. Over the years, three annexations have increased the city's size to 19.2 square miles. Steady and continued growth has enabled Carson to become a city of regional significance.

While Carson is well known as an industrial center with unparalleled access to transportation and the Pacific Rim, it is also a culturally diverse community that is an attractive place to live and work. The city has more than 120 acres of park land divided into 12 parks, 2 mini-parks and sports/recreational facilities that include 3 swimming pools, a boxing center, a state-of-the-art sports complex and the Carson Community Center. These facilities allow the residents of Carson to enjoy a variety of sports, recreational and cultural programs. The city's educational needs are served by Los Angeles Unified School District, and the community has access to 47 church organizations. Carson proudly became the first official host city venue for the LA28 Olympic & Paralympic Games, set to welcome nearly one million spectators.



CITY GOVERNANCE

Carson was incorporated in 1968 and operates under the Council-Manager form of government. The City Council is the legislative and policy making body, with the Mayor and four Council Members elected on a non-partisan basis. The City Clerk and City Treasurer are also elected by the City's voters. The City Council appoints the City Attorney and the City Manager. The City Manager is responsible for carrying out City Council policy, overseeing the day-to-day operations of the City, and appointing the Department Directors. Lastly, on November 6, 2018, Carson became a chartered city.

THE POSITION

Under general direction of the City Manager or his/her designee, and in accordance with established procedures assists the City Manager in directing the operations of assigned departments and divisions, in compliance with policies established by the City Council; performs related duties as required pursuant to provisions of the Municipal Code.

The classification of Deputy City Manager is distinguished from Assistant City Manager in that the latter may serve as City Manager in the absences of City Manager. Both classifications are at-will positions and are not part of the classified workforce.

JOB RESPONSIBILITIES

Meets with the City Manager and City Council, collectively and individually, to discuss the conditions and needs of the City.

Prepares reports, recommendations or responds as needed or as requested by the City Manager.

Meets with departmental directors, managers and staff to review, plan and discuss policies, programs, strategies and issues of concern.

Confers with or addresses the business community, citizens, and others to discuss City needs and challenges.

Provides information and assistance to civic organizations dealing with specific problems affecting the City.

Coordinates the activities of the City government with contracted agencies.

Evaluates and direct the work of subordinate staff; participate in selection of department directors.

Supervises, trains and evaluates personnel of other departments, as the City Manager or his/her designee deems appropriate.

Directly oversees and manages the Innovation, Sustainability & Performance Management Department.

Assists the City Manager in preparing and administering the City budget.

Mediates and resolves operational conflicts between and within City departments.

Prepares reports, studies and recommendations on a wide variety of administrative or management policies.

Provides staff support to various committees and commissions.

Serves on primary emergency response team in case of emergency or disaster pursuant to the City Emergency Plan.

Participates in the collective bargaining as directed.

Perform related duties as required.

THE IDEAL CANDIDATE

The City of Carson is seeking a visionary and accomplished municipal executive to serve as its next Deputy City Manager—a dynamic, values-driven leader who brings integrity, creativity, and a collaborative spirit to the role. As a critical member of the City's executive team, the ideal candidate will have significant experience overseeing complex departments and providing guidance on highly visible projects while maintaining positive relationships both internally and externally.

This individual must be a flexible and adaptive leader, capable of assuming oversight of various City departments as determined by organizational priorities. Whether managing public facing or internal oriented departments, the Deputy City Manager will bring a results-oriented approach to government leadership—ensuring alignment with the City Manager's strategic direction.

With Carson playing a vital role in the lead-up to the 2028 Los Angeles Olympics (LA28), the Deputy City Manager must also possess the foresight and political acumen to guide the City's preparation for this globally significant event. The ideal candidate will be adept at cultivating partnerships with Olympic organizers, state and federal agencies, regional municipalities, and private sector stakeholders to elevate Carson's presence and readiness.



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UNION AT SOUTH BAY



PORSCHE EXPERIENCE CENTER

KEY SKILLS

Administer City operations in accordance with the City Charter and established policies of the City Council

Assure City program objectives are met

Plan and administer a balanced budget

Direct, develop, discipline and oversee staff

Plan, direct and coordinate City departments and programs

Maintain effective community and public relations

Communicate effectively both orally and in writing

Read, interpret, apply and explain codes, rules, regulations, policies and procedures

Prepare and review reports and budgets

Establish and maintain cooperative and effective working relationships with others.

Attend, chair and provide leadership to various meetings and committees

Meet schedules and timelines

Plan and organize work; operate personal computer.

Direct and evaluate the work of other

Present ideas and concepts persuasively individually and before groups

Review and approve official documents according to established guidelines and limits

Analyze situations accurately and adopt an effective course of action

Maintain sensitivity to ethnic, religious, cultural, and sexual differences

QUALIFICATIONS

Bachelor's degree or higher from an accredited college or university with major course work in public administration, business administration, economics, or related field.

a minimum of eight (8) years of increasingly responsible management experience in local public governance, with at least four (4) years in a department director's role.

A master's degree is preferred.

SALARY AND BENEFITS

Salary:

the annual salary range for the Deputy City Manager annually is:

\$206,107 - \$263,057

(4% increase expected July 1, 2025).

Benefits:

Schedule- 4/10, every Friday off

Medical- City fully pays medical at the Kaiser Family Rate

Professional Development Pay- \$900.00 per fiscal year

Auto Allowance- \$500.00 per month

Vision and Dental- City pays 100%

Deferred Comp- City matches up to \$11,500.00

Holidays- 14 observed + 3 floating days

Vacation Leave- accrual at 13.33 hours a month

Tuition Reimbursement- Fully paid tuition reimbursed at the Cal State Rate

The City offers an attractive benefits package. Details can be found by clicking [here](#).

APPLICATION PROCESS

This recruitment is open until filled with the first review period on **Thursday, June 19, 2025**.

Interested applicants are encouraged to apply by filling out an application via government jobs located [here](#).

Please also include a full resume and cover letter. Your resumes should reflect years and months of positions held, as well as size of past organization(s).

For any questions, please contact executive recruiter:

Risel Suarez

via email at:

recruiting@riselsearch.com

Resumes will be screened based on the criteria outlined in this brochure. The City will then select candidates to participate in panel interviews. Extensive reference and background checks will be completed on the selected candidate.



CALIFORNIA STATE UNIVERSITY DOMINGUEZ HILLS



VEO CONDOMINIUM

