



Town of Telluride, Colorado
TOWN MANAGER

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TELLURIDE COMMUNITY

Tucked in a beautiful, box canyon surrounded by breathtaking rugged peaks and waterfalls, the Town of Telluride is an all-season resort town. Originally founded as a mining camp in the 1870s, Telluride reinvented itself in the 1970s as a skiing destination. Today, Telluride (pop. 2,553, elev. 8,750 ft, 2.224 sq mi) is known for its superb skiing, authentic mountain character, and unpretentious attitude, as well as for its cultural events, fine dining, and unmatched, signature festival schedule.

In Colorado’s dramatic San Juan Mountains in a remote area of southwest Colorado, Telluride has a “daytime” population closer to 5,000, swelling to well over 15,000 during ski and festival seasons. Telluride is the county seat and the largest municipality in San Miguel County. Just eight blocks wide and twelve blocks long, the town is brimming with history and amenities. The core area of

Telluride was designated a National Historic Landmark District in 1964. With the town’s colorful Victorian-era homes, clapboard storefronts, boutiques, art galleries, gourmet restaurants, historic buildings, and numerous festivals of almost every kind and type, Telluride is a delight to explore. Bluegrass, Jazz, Blues & Brews, and Film Festivals are legendary, and the Mountainfilm, Balloon, Mushroom, and Yoga Festivals have a loyal, growing following.

The area offers a variety of outdoor recreational activities year-round. In winter, the Telluride Ski Resort offers 2,000+ acres of skiable terrain and a mountain experience for all levels of skiers. In summer, outdoor enthusiasts are drawn to mountain biking on thrilling trails, climbing the jagged peaks and wall faces of the San Juans, as well as hiking, horseback riding, camping, fly fishing, and golfing.

Telluride School District R-1 and the Wilkinson Public Library are highly regarded. The Telluride Regional Medical Center provides medical care. The Telluride Regional Airport, located seven miles from downtown, and Montrose Regional Airport, located 67 miles to the north, serve the town. The much beloved Galloping Goose provides free transportation in town. Also, Telluride and the Town of Mountain Village are linked by a spectacular,

13-minute ride on a free gondola, offering stunning views of alpine terrain, the town, mountains, and valley. It is the first and only free public transportation system of its kind in the United States. Colorado SH 145 along the San Miguel River and the valley floor provides access to the town.

Telluride is an ambitious, thriving, and genuine community where people live, work, attend school, and stay actively engaged in civic life. The diverse opinions expressed by these engaged citizens extend far beyond skiing. It is a safe, friendly town with excellent public and private schools. Telluride’s residents are committed to preserving Telluride’s historically significant architecture, open space, and, most of all, its small-town mountain lifestyle.

To learn more about the Town of Telluride, please visit <http://www.telluride-co.gov>.

TOWN ORGANIZATION

Originally called Columbia, the rowdy mining camp became a town in 1878, changing its name to Telluride. The town operates under a home-rule charter and a council-manager form of government. Citizens elect the mayor and six council members to four-year, staggered terms, and council members elect the mayor pro tem from their number. Two positions

QUICK FACTS

- Population:2,553
- Size:2.224 sq mi
- Elevation:8,750 ft.
- FY 2024 Budget \$81.81M
(GF \$18M, Operating \$68.18 million)
- FTE:107, plus 25-35 seasonal

report directly to the town council: the town manager and the town attorney.

Telluride enjoys a strong regional identity and healthy intergovernmental relations with San Miguel County, Mountain Village, and others. In 2016, voters approved the San Miguel Authority for Regional Transportation (SMART), which connects Telluride via bus or shuttle to neighboring communities. The town also prides itself on vital relationships with Telluride Ski and Golf (Telski), the Telluride Tourism Board, and the San Miguel Regional Housing Authority. Telluride has also taken a leadership position on sustainability and the environment and is active in the state-level organizations CML, CAST, and CC4CA.

Issues currently facing the town include growth, its impacts, climate action, affordable housing, short-term rentals, economic diversification, open space, parking, historic preservation, childcare, master planning, infrastructure planning, renovations to municipal buildings, and employee retention. Major projects include a wastewater treatment plant expansion, the replacement and future operations of the gondola, and the thoughtful redevelopment of the area around Chair 7 in partnership with Telski, the neighborhood, and the community. The current level and volume of civic engagement is intense.

The adopted FY 2024 Budget is \$81.81 million (GF \$18 million, Operating \$68.18 million),



supporting 107 FTE, and between 25-35 seasonal employees. The town council’s 2024 Goals & Objectives include: Address Critical Infrastructure Needs; Preserve Community; Protect Health and Quality of Life; Cultivate Economic Sustainability and A Thriving Commercial Core; and Ensure the Town of Telluride is an Employer of Choice.

TOWN MANAGER POSITION

The mayor, all council members, and all members of the town’s leadership team collaborated on the preparation of this document. Telluride has enjoyed a steady progression of excellent, professional town managers, whose average tenure since 2003 is 4.13 years.

As chief administrative officer, the town manager exercises supervision and control over nine executive and administrative departments: town manager’s office, finance, town clerk, town marshal, human resources, community services, public works, parks and recreation, and historic preservation, planning, and building. The

town’s major operations include public safety, street construction and maintenance, community development, parks, recreation programs, water and wastewater services, and general administration. A separate Telluride Fire Protection District provides fire service and emergency services. The town manager facilitates the development of the budget, and the council goals & objectives every year.

QUALIFICATIONS

A four-year degree in public administration, political science, business administration, or a related field, and up to ten years of progressively responsible experience in local government, including three to five as a municipal manager, assistant, or major department head, are all preferred. Any equivalent combination of training and experience may be considered at the sole discretion of the town. Residency in the town is desirable, but is not required by charter. A graduate degree is also desirable, as is the ability to speak Spanish.

WHAT HAPPENS WHEN

Absent unforeseen circumstances, the recruitment will follow the schedule below. Be mindful of the filing deadline and final interview dates, which are unlikely to change.

SCHEDULE

Filing Deadline:	June 30, 2024	Recommendation of Candidates:	July 23, 2024
Preliminary Interviews:	July 12-15, 2024	Finalist Interview Process:	August 13-14, 2024

THE IDEAL CANDIDATE

Telluride's next town manager is an experienced, visionary leader, who appreciates Telluride not only as a state treasure, a historic and unique place, and a world-class destination, but also as their home for some time to come. The ideal candidate will embrace the challenges, and corresponding rewards, of living in this incomparably beautiful but isolated, small, resort, mountain town. A strong work ethic, integrity, and commitments to transparency, communication, and ethics are required.

With momentum and urgency driving several regional infrastructure projects and with at least five major housing and development projects in various states of completion, the next town manager must have a proven track record of the successful completion of major projects and developments. They have the ability and experience needed to catch multiple projects midair without dropping them, and to advance them all. More generally, they are able to define and communicate the path forward, to prioritize, and to create systems with clear, incremental steps.

The ideal candidate has considerable experience in public sector finance, budget development and management, strategic finance, and multi-year capital planning, as well as good business sense and effective

negotiation skills. They are a prudent steward of public funds, and always operate with the best interest of the town in mind.

The ideal candidate has expert-level inward- and outward-facing communications skills. They will maintain effective relationships with all regional partners and stakeholders. The next town manager must have the mental toughness, emotional resiliency, and thick skin needed to match the current level of intensity of civic engagement. They are adaptive, and politically astute, but apolitical. The preferred candidate has the strength and skill to manage many strong personalities simultaneously and the ability to say "no" firmly, but diplomatically. The next town manager is actively engaged in the community, and visible there, but in balance with their day-to-day responsibilities, and private life.

The ideal candidate has a total commitment to superior customer service, achieved through obvious support of all staff, and maintaining a sense of community and high morale throughout the organization. The next town manager will ensure the department heads are not siloed, but instead are a cohesive, high-performing team, operating in a positive, supportive, and collaborative environment. They are approachable, physically present, and emotionally intelligent, avoiding rigidity and micromanagement. The preferred candidate defends staff to council and the community as needed.

The successful applicant has a demonstrated, successful track record in the areas of diversity, equity, and inclusion. The next town manager is sophisticated, intelligent, passionate, gracious, flexible, and patient, with a sense of humor.

TOTAL COMPENSATION

The hiring range for this position is \$170,000 to \$220,000, plus a substantial housing allowance or housing opportunity, and relocation assistance. Appointment will be made depending upon the qualifications of the selected candidate. In addition, the following benefits are provided: medical, dental, vision, life, AD&D, and long-term disability insurances; Health Care and Dependent Care Flexible Spending Accounts; and various EAP programs. Telluride pays medical, dental, and vision premiums in full for the employee. Premiums for dependents are greatly reduced. Retirement benefits customary to the position are offered through MissionSquare, 401(a) mandatory, 457(b) optional. This position enjoys paid time off, sick leave, and paid holidays. The town also provides a merchant ski pass, or physical fitness benefit in lieu.

APPLY

To be considered for this excellent professional opportunity, please email only your cover letter and resume to apply@columbialtd.com, naming your files Last.First.CL and Last.First.Resume. Receipt of your submittal will be acknowledged within two business days. All applicants will be updated on their status following the Recommendation of Candidates.

If you have any questions regarding the recruitment process, or this opportunity, please feel free to call Andrew Gorgey directly at (970) 987-1238. For more information, visit the Columbia Ltd website: <https://columbialtd.com>.