



Dear City Manager Applicant,

On behalf of the Director-level leadership team for the City of Helena, we extend our sincere appreciation for your interest in serving our community. Over the past three years, under the leadership of our current City Manager, our leadership team has worked hard for the City of Helena to achieve remarkable stability, growth, and foundational development. Through the development of the City's Strategic Plan with the current City Manager and Commission, we as a leadership team have fostered a culture of collaboration and transparency that has strengthened our internal operations and enhanced our service to the public.

Through our thoughtful implementation of process improvements, clear communication channels, investments in technology, and a commitment to professional development, the City of Helena has become more resilient and better equipped to meet the evolving needs of our community. The City Manager plays a pivotal role in aligning departmental goals with Commission priorities, ensuring that staff are supported with the knowledge, resources, and tools necessary to succeed in meeting the goals outlined in our Strategic Plan.

As we look to the future, we seek a visionary leader to continue the trajectory we are currently on—someone who not only understands the complex mechanics of municipal governance but also cultivates and inspires process improvement, innovation, inclusivity, and promotes a healthy, thriving workplace culture. It is also important to us to have a City Manager who is a strategic thinker who values collaboration and demonstrates a deep commitment to supporting staff through effective communication, resource allocation, accountability, and skill development. They will provide direction to the Leadership Team through the ability to engage meaningfully with City Commissioners, community stakeholders, and regional partners, fostering trust and shared purpose. The Leadership Team has recently developed a vision statement which we would like to share with you.

This statement reflects the core values that guide the daily work of our City Leadership team. We hope to find an individual that shares these same values and personifies them as our next City Manager.

The City of Helena's Leadership Team incorporates a team approach to make a positive difference in our governance and community through acknowledging our past, planning for our future, and executing our strategic goals.

We are united in our commitment to our City and to providing stability even in times of uncertainty.

We strive for excellence by demonstrating respect, fostering unique perspectives, removing barriers, and trusting each other.

We see the differences in one another as opportunities for innovation by creating amongst ourselves a culture that is not dependent on a city manager or commission for a vision but instead is uplifted by them.

We are excited about the next chapter for Helena and look forward to welcoming a City Manager who will build upon our strong foundation while guiding us toward a vibrant and sustainable future.

Sincerely,

Department Heads, on behalf of City of Helena Leadership Staff
City of Helena