

CITY MANAGER

WEBSTER GROVES, MO



Why Apply?



This is an exceptional opportunity to lead a vibrant and historic inner-ring community with an engaged citizenry and a newly adopted vision for its future. Just 10 minutes from downtown St. Louis, Webster Groves is a welcoming and walkable community with a rich cultural and commercial life, a university, excellent schools, and a lively arts scene. The City balances a strong sense of tradition with a progressive outlook. The next City Manager will benefit from enthusiastic employees, supportive elected officials, and knowledgeable, invested members of the City's boards and commissions.



Welcome to WEBSTER GROVES

Webster Groves is an inner-ring suburb known for its tree-lined streets, historic neighborhoods, distinctive business districts, and strong arts tradition. Home to approximately 24,000 residents, the community offers convenient access to the St. Louis metropolitan area while retaining a character all its own.

Webster Groves grew in the 1800s as a railroad suburb for families seeking a country-like setting with an easy commute to St. Louis. In 1896, five nearby communities merged to form the City. Many residents continue to have deep roots in Webster Groves, including generations of families who grew up in the community, left for school or work, and later returned to raise their own families. That longstanding connection contributes to a strong sense of community and civic involvement.

Rather than one traditional downtown, Webster Groves today has three historic business districts—Old Webster, Old Orchard, and Crossroads. Webster Groves is known for its eclectic local dining scene, independent shops, and growing mix of boutiques. In 2025, Webster Groves became the St. Louis region's fifth Green Dining District, with ten locally owned restaurants earning sustainability certification.

The City proudly identifies as a “City of the Arts,” an identity anchored by the Repertory Theatre of St. Louis and Opera Theatre of Saint Louis at Webster University's Loretto-Hilton Center for the Performing Arts. That tradition extends into the community through galleries, public art, and events such as the Webster Arts Fair and Old Webster Jazz & Blues Festival. Webster University, Eden Theological Seminary, and the Webster Groves School District further contribute to the city's longstanding educational and cultural character.

Residents enjoy more than 120 acres of parkland. Memorial Park is a major gathering place, with an aquatic center, indoor ice arena, athletic fields, and other recreation facilities, and co-hosts Community Days—the city's annual Fourth of July celebration. Other traditions include summer concerts and movies at Gazebo Park, the Old Webster Street Dance, and the Christmas Open House. St. Louis Lambert International Airport is about 20 minutes away.





THE CITY OF WEBSTER GROVES

Incorporated in 1896, the City of Webster Groves is a full-service city serving approximately 24,000 residents across nearly 6 square miles in St. Louis County. Webster Groves operates as a Charter City under a Council-Manager form of government, with a City Council composed of the Mayor and six Councilmembers, all elected at large to four-year terms. Mayor Laura Arnold has served as Mayor since 2022.



The City has a 2027 budget of \$44.3 million and a team of 188 FTEs. Departments include:

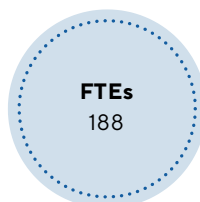
- Administration
- Customer Support
- Finance
- Fire
- Human Resources
- Legal Services
- Municipal Court
- Parks & Recreation
- Planning & Development
- Police
- Prosecuting Attorney
- Public Affairs
- Public Works
- Sustainability
- WG Safe Streets



Webster Groves strives to be welcoming and a collaborative regional leader with a diverse community and connected neighborhoods where people and businesses thrive. The City is guided by principles that emphasize inclusion, fiscal integrity, thoughtful land use, transparency, regional cooperation, environmental stewardship, and support for the arts. Webster Groves benefits from an active, engaged citizenry, with 17 active boards and commissions contributing to civic life and City decision-making.



Webster Groves adopted a new Comprehensive Plan in 2025, its first full update since 1978. Shaped by extensive public input, the plan establishes a long-range framework focused on resilient neighborhoods, economic vitality, quality of life, collaborative governance, complete streets, essential systems, and the City's identity as a "City of the Arts."





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THE CITY MANAGER

Under the broad policy direction of the City Council, the City Manager serves as the City’s chief administrative officer. The City Manager provides leadership in developing and executing the City’s strategic vision, provides highly responsible and complex policy support to the Council, directs executive-level managers, oversees overall organizational performance, and exercises budgetary and contractual control over City revenues and expenditures.

OPPORTUNITIES FOR LEADERSHIP:

1) Advancing the City’s Strategic Vision

Significant work has been completed in recent years, including development of a new Comprehensive Plan and identification of strategic goals, while an update to the zoning code is underway. City leaders are committed to following the Comprehensive, Strategic, and Sustainability plans and will look to the City Manager to utilize them fully when opportunities arise for expansion, development, or redevelopment.

2) Historic Preservation & Future Facilities

Webster Groves is a beautifully maintained historic community where residents take great pride in the uniqueness of its buildings and highly value historic preservation. The City Manager will need to work with the community and City to develop long-term strategies for addressing future facility needs and assessing the long-term viability of the existing City Hall/Police Station while respecting the community’s strong desire to retain historic buildings.

3) Expanding Housing Opportunities

The City is committed to expanding housing opportunities. Although there is limited vacant land available, there is an opportunity to work with property developers to identify potential areas for residential development.

4) Strengthening Financial Stewardship

The City needs careful oversight of the budget as cost pressures have increased while revenue has remained relatively flat. The City Manager will have the opportunity to work with staff to guide the budgeting process going forward. The City Manager will need to be transparent and keep Council routinely updated on budget expenditures throughout the fiscal year with the expectation that all GFOA standards be met and recognized.



IDEAL CANDIDATE TRAITS

- Leads with integrity, sound judgment, and a clear commitment to ethical leadership.
- Builds trust with staff, Council, and the community through consistency, transparency, and credibility.
- Takes personal accountability for decisions and follows through on issues and questions in a timely manner.
- Demonstrates strong emotional intelligence, resilience, and composure when receiving criticism or navigating difficult situations.
- Communicates complex ideas clearly and effectively to a wide range of audiences.
- Applies strategic thinking to define a clear vision, align others around it, and identify practical steps for execution.
- Makes timely, well-reasoned decisions and demonstrates confidence in moving priorities forward.
- Demonstrates strong financial acumen, including a deep understanding of municipal finance, revenue strategies, and grant requirements.
- Solves problems by evaluating options, removing obstacles, and developing creative, practical solutions to emerging needs or concerns.
- Responds thoughtfully to concerns and actively listens to multiple perspectives before reaching conclusions.
- Maintains an approachable, transparent leadership style that supports productive relationships across diverse groups.
- Empowers department heads to lead their teams while providing guidance, mentoring, and support when needed.

EDUCATION & EXPERIENCE

- Master's degree from an accredited college or university in public administration, business, finance, or related field.
- Minimum of 10 years of progressively responsible public-sector management experience, including 5 years of executive-level leadership and financial management responsibilities.
- An equivalent combination of education and experience may be considered.

COMPENSATION & BENEFITS

The City of Webster Groves offers an annual salary range of \$162,318–\$227,245 based on qualifications and experience, along with comprehensive [benefits](#) and a possible relocation package.

- Annual cost-of-living and other salary enhancements
- Annual stipend of up to \$5,000 based on years of service
- Vehicle reimbursement
- Vacation:
 - 80 hours of vacation credited upon hire
 - Carryover of up to 216 hours of unused vacation
- Sick leave:
 - Accrual of 1 day per month, up to 1,200 hours
 - 40 hours of sick leave credited upon hire
- Administrative leave:
 - 5 days (40 hours) upon hire and annually thereafter
- Pension:
 - City contribution of a portion of gross salary to the City's 457 plan
 - Additional City contribution of a portion of gross salary to the City's 401(a) plan
- IT allowance



RESOURCES

[Org Chart](#)

[Budget](#)

[Strategic Plan](#)

[Comprehensive Plan](#)

[Vision and Mission Statement](#)

[Sustainability Plan](#)

[DEI Statement](#)



**TO
APPLY**

Apply Online: gmphr.com

First Review: October 2, 2026

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