



INDIANOLA, IOWA CITY MANAGER

MGT

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Indianola, Iowa (pop. 16,043), the county seat of Warren County, is a growing community within minutes of downtown Des Moines and the Des Moines International Airport. The city boasts topflight schools through the [Indianola Community School District](#) and is home to [Simpson College](#), a private four-year liberal arts institution.

At the heart of Indianola is the Square, a historic town square – recently named a Main Street Iowa community – that offers a blend of restaurants, shops and businesses and comes alive throughout the year with various events and festivals. The city hosts the [Des Moines Metropolitan Opera](#), which performs at the Blank Performing Arts Center on the Simpson campus. The opera brings over two hundred artists to the community each summer. Indianola also hosts the [National Balloon Classic](#) – a nine-day event each summer with over 100 hot air balloons, one of the largest events in the country and is home to the [National Balloon Museum](#). As the Warren County seat, the Warren County Fair is held each summer in Indianola, a destination for over 150 years.

Indianola provides outstanding indoor and outdoor recreational amenities. Its [park system](#) includes 14 parks totaling more than 255 acres of green space

with numerous active and passive opportunities to enjoy. Indianola's 18-hole [Pickard Park Disc Golf Course](#) is among the world's best and showcases the [Discmania Challenge](#), part of the Disc Golf Pro Tour circuit. The city owns and operates the [Indianola Activity Center](#) and [Veterans Memorial Aquatic Center](#). Residents are also served by the [Indianola Wellness Campus](#), which has been under city ownership since August 2023, and the [Indianola Public Library](#), one of the state's oldest public libraries

Indianola is located between two beautiful state parks: Lake Ahquabi and Banner Lakes at Summer State Park. [Lake Ahquabi](#) touts a spacious campground, boat rentals, fishing, sandy beach and trails in a 770-acre preserve. [Banner Lakes at Sunnyside State Park](#) is one of Iowa's newest state parks and features a two-mile bike trail loop, boating, fishing and nearby shooting range and public hunting.

Indianola's many amenities and attractions serve the region and provide the community with unique opportunities for entertainment. With its easy access to Des Moines and the greater metro area, Indianola is poised for continued growth and investment while offering a high quality of life in a caring community.

THE POSITION IN BRIEF

The city manager conducts the city's daily operations and the policies as adopted by the mayor and City Council. There are approximately 234 full-time, part-time and seasonal employees for the City of Indianola, with two bargaining units that represent employees in police and public works. The adopted budget (June 2024-June 2025) represents \$19.88 million in General Fund expenditures, with \$40.39 million in total government expenditures.

THE ORGANIZATION

The City of Indianola operates under a Council Manager/ City Council form of government with its mayor and council serving four-year staggered terms. The mayor and two council members are elected at large; four council members are elected by ward. The city manager is appointed by the council and oversees all daily operations of the city, including the city's finances, oversight of personnel and ensuring compliance with the city code, state and federal laws.

As reaffirmed in its [2024-27 Strategic Plan](#), the city's mission is "to provide its citizens with quality and ample services at a fair and affordable price. The city strives to improve the livability in the community through personal dedication, integrity, accountability, innovation and sensitivity to the needs of the citizens it serves. Livability will be improved through the provision of first-rate public safety and public utilities, education and leisure programs and administrative services. The city's goal is to make each and every citizen proud to be a part of the City of Indianola and to have those who visit want to be a part of it."

Indianola is a full-service community with the following departments and operations: Administration, City Clerk and Finance, Community Development, Information Technology, Communications, Facilities, Human Resources, Fire, Library, Parks and Recreation, Police, Public Works, Water Resource Recovery and a Wellness Campus.

The city also owns Indianola Municipal Utilities (IMU), which provides electric, water and communication services. The five-member IMU Board of Trustees are appointed by the mayor and approved by the council. The IMU Board of Trustees oversee the daily operations of the utility, including the appointment of the general manager.

EXPECTATIONS AND PROJECTS

Indianola is a rapidly growing community within the greater Des Moines region, an attractive destination for new development. The next city manager will be actively involved in helping to shape the future of Indianola as the community navigates the opportunities and challenges characteristic of this growth. Additionally, the council has set forth an ambitious plan for the improvement of its government facilities and is seeking a candidate with experience in planning and executing municipal facility improvements.

The following are some more specific priorities:

- **Executing Vision 2030:** Lead large-scale infrastructure projects and ensuring alignment with financial realities.
- **Guiding Strategic Growth:** Leverage Indianola’s growth potential as part of the Des Moines metro area to diversify the city’s tax base.
- **Simplify Regulatory Frameworks:** Improve relationships with developers by streamlining regulations and expediting development agreements, making Indianola more business friendly.
- **Strengthening Relationships:** Foster connections with key stakeholders, such as the Des Moines Metro Opera, Simpson College and Indianola Main Street.
- **Regional Positioning:** Market Indianola as a desirable hub for businesses within the rapidly growing Des Moines metro area, leveraging its proximity to urban centers while maintaining its small-town charm.
- **Financial Stewardship:** Navigate reduced funding and legislative reforms while maintaining current service levels and planning for growth.
- **Funding Strategy Development:** Assist staff and stakeholders to identify new partnerships and/or grants, as well as maximizing existing funding tools, such as TIF (Tax Increment Financing).



THE IDEAL CANDIDATE WILL BE

- **Inclusive and Collaborative:** A leader who builds trust, empowers staff and engages across departments.
- **Visionary and Purposeful:** An analytical thinker who can develop long-term plans, prioritize key initiatives and execute effectively.
- **Strong Project Manager:** Able to guide the council and staff on achieving goals while maintaining consensus.
- **Community Commitment:** Engaged and visible leadership that supports public events, interacts with the media and champions Indianola's growth.
- **Transparent and Communicative:** Demonstrates proactive and open communication with staff, council and the public, fostering trust and alignment.



COMPENSATION AND BENEFITS

The starting salary range is \$190,000-\$230,000 +/- DOQ/E. The City of Indianola provides a comprehensive benefit package, including health and dental services, vacation leave, sick leave and contribution to a retirement plan.

HOW TO APPLY

Interested candidates should apply online by February 21, 2025, with resume, cover letter and contact information for five work-related references at www.govHRJobs.com to the attention of Charlene Stevens, MGT Vice President, (320) 262-0303 or Ellen Hiniker, MGT Approved Independent Recruiter, (651) 338-0531. City of Indianola, Iowa is an Equal Opportunity Employer.

