

Town Manager – Northfield, Vermont

Northfield (pop. 5,900), home to Norwich University and a strong, diverse local economy, is seeking an experienced and collaborative Town Manager to lead a dedicated municipal team and guide the community through an important period of transition and growth.

The Town has a general fund budget of \$6.7 Million with an additional \$8.25 Million in utility funds (electric, water, sewer). They employ 26 full time employees with another 41 part time employees. There are three unions. Departments include Police, Highway, Electric, Water& Sewer, EMS, Fire (volunteer), Economic Development, Planning & Zoning, Town Clerk, and Town Manager. See <https://www.northfield-vt.gov/> for more information and full position brochure.

Key Priorities:

- Rebuild and stabilize the Police Department
- Strengthen leadership across departments
- Advance housing and capital projects
- Improve communication and community trust
- Expand Town's relationship with Norwich University
- Modernize internal systems and operations

What We're Looking For:

- 3–5+ years of proven managerial leadership
- Municipal experience preferred
- Strong financial management, HR, and labor relations skills
- Clear communicator with sound judgment and a collaborative style
- Bachelor's or Master's in public administration or related field (or equivalent experience) desired. Board will consider relevant experience.

Compensation:

Salary \$120,000 to \$140,000 commensurate with qualifications. Comprehensive benefits (medical, dental, VMERS retirement, paid leave, employer-paid insurance).

How to Apply:

Send applications to **bfraser@vlct.org** with subject line “**Northfield**” by **March 6**.

First-round remote interviews mid-March; second-round in-person interviews expected March 25–April 3.

Finalist will complete a full background check.

Questions: Bill Fraser, VLCT Management Consultant – **bfraser@vlct.org**,
802-522-5846.