



**The Historic City of
Apalachicola, Florida**

CITY MANAGER



**LEAD WITH PURPOSE.
INSPIRE A LEGACY.**



JOB PROFILE



ANNUAL SALARY: BETWEEN \$80,000 - \$120,000 DOQ

Become the Next City Manager for Apalachicola, Florida

We're seeking a dynamic and experienced local government professional to serve as our next City Manager. This is a unique opportunity for a forward-thinking leader who is ready to guide our city through growth, resilience, and revitalization, while preserving the values and culture that make Apalachicola extraordinary.

Key Priorities

- Strategic infrastructure planning and funding
- Enhancing intergovernmental and community partnerships
- Transparent fiscal management
- Organizational development and staff leadership
- Preserving Apalachicola's unique identity while supporting smart growth

What We're Looking For

We are seeking a City Manager who is:

- A proven leader with integrity, vision, and the ability to unify
- An excellent communicator and relationship-builder
- Committed to community engagement and public service
- Skilled in strategic planning, financial oversight, and interagency collaboration
- Confident navigating both complexity and nuance in a small-town setting
- Experience in a coastal, rural, or historic community is highly desirable.

Qualifications

- Bachelor's degree in public administration, business, or related field required; Master's degree preferred
- Minimum of five years of senior-level public management experience, ideally as a City/County Manager or Assistant City Manager
- Experience with budgeting, capital projects, personnel management, and intergovernmental relations



WHY APALACHICOLA?



Located where the Apalachicola River meets Apalachicola Bay, the name “Apalachicola” is an Indian word interpreted as a ridge of earth produced by sweeping the ground in preparation for a council or peace fire. Over time, the term has been translated as an area of peaceful people or people on the other side. “Land of the friendly people” is a common interpretation of the word.

Situated on Florida’s scenic “Forgotten Coast,” Apalachicola offers a rare blend of natural beauty, vibrant history, and strong community pride. Known for its world-famous oysters, charming downtown, and historic architecture, the city is home to artists, entrepreneurs, families, and generations of residents who care deeply about the place they call home.

You’ll find:

- A welcoming and civically engaged community
- A relaxed coastal lifestyle with deep roots in fishing, art, and culture
- Proximity to pristine beaches, state parks, and Gulf Coast recreation
- A historic downtown undergoing thoughtful revitalization

Today, Apalachicola or “Apalach“, as it is known by locals, is far from a typical tourist town. Apalachicola’s vibrant history and rich maritime culture can still be seen on its working waterfront.



OUR GOVERNMENT



The City of Apalachicola operates under the Commission-Manager form of government and has one Mayor-Commissioner and four Commissioners, all elected at-large to four year terms. The City Manager serves as the chief administrative officer and is responsible for executing the policies set by the Mayor and City Commission.



CITY BUDGET – \$4.45 MILLION

Based on the Adoption of the 2024-2025 Fiscal Year Budget, Ordinance No. 2024-06. Read more about the City's Budget [here](#).



CITY EMPLOYEES – 36

Our hardworking team works across fourteen departments, everything from Fire to Human Resources.



TOTAL POPULATION – 2,341

Based on the 2020 census.





Protecting the Bay, Building the Future

Apalachicola is a designated Area of Critical State Concern, and the City is leading the charge on implementing a locally informed, state-supported Work Plan aimed at protecting the Apalachicola Bay and strengthening the community.

This plan advances key priorities: upgrading critical sewer and wastewater infrastructure, improving water quality, supporting affordable housing near employment centers, and fostering sustainable economic development.

Developed in collaboration with residents and stakeholders, the Apalachicola Work Plan serves as a strategic roadmap—guiding investments, informing legislative priorities, and leveraging grant opportunities. The next City Manager will have the unique opportunity to champion this vital work, balancing environmental stewardship with economic resilience for generations to come.

A Unique Opportunity to Shape Impactful Investment

Through the Apalachicola Bay Area Protection Act, the State of Florida has committed up to \$5 million annually through 2028 to support vital infrastructure and environmental improvements in Apalachicola. This funding—administered through the Department of Environmental Protection—will help the City advance projects that improve surface and groundwater quality, expand central sewer systems, and implement resilient stormwater and reuse infrastructure.

These strategic investments are part of a broader effort to protect Apalachicola Bay's ecological and economic vitality. The next City Manager will play a key role in leveraging this funding to deliver long-term solutions that benefit both residents and the region's natural resources.



HOW TO APPLY

To apply, please submit a cover letter, resume, and three professional references to:

Lee Mathes

lmathes@cityofapalachicola.com

(850) 653-9319

The City will begin reviewing candidate materials upon receipt and may invite candidates to interviews throughout the recruitment period.

Early application is strongly encouraged.

