

CITY MANAGER

LAKE OSWEGO *Oregon*



Why Apply?



This is a rare opportunity to help lead a premier city in the Pacific Northwest that prides itself on exceptional service delivery. Lake Oswego is a full-service city in the Portland metropolitan area, ideally situated between the business corridor of Interstate 5 and the Willamette River. This scenic community offers an outstanding quality of life, with nearly 97 percent of surveyed residents rating life in Lake Oswego as “excellent” or “good.” The City Manager will work with a high-performing staff and a dynamic, supportive City Council. If you are a visionary leader with strong communication skills and a proven ability to build relationships across a community, this may be the opportunity for you.

WELCOME TO LAKE OSWEGO



Located eight miles south of downtown Portland, Lake Oswego is one of Oregon's most desirable residential communities. Set along the scenic Willamette River and centered around a 405-acre lake, the city offers a blend of natural beauty, thoughtful planning, and convenient access to the Portland metropolitan area.



Originally founded in 1847, Lake Oswego began as a hub for the iron industry before transitioning into a residential and recreational destination, shaped by careful land development and a focus on livability. Today, Lake Oswego offers a wide range of recreational and cultural activities that highlight the city's commitment to community life. Nearly 24 miles of multi-use pathways connect neighborhoods, parks, and natural areas. Art is integrated into the landscape through a curated display of 88 sculptures and installations. Lake Oswego is also home to a 90-minute scenic trolley ride along the Willamette shoreline that showcases the area's history.



The City manages more than 600 acres of park and open space, along with over 45 acres of recreation facilities, including the recently open Lake Oswego Recreation and Aquatic Center, adult community center, water sports center, indoor tennis center, 9 hole executive golf course and driving range, and community farm. Residents also enjoy access to a City-owned swim park along the lake during the warmer months.

Downtown Lake Oswego centers around A Avenue and the surrounding streets, offering a lively mix of locally owned shops, galleries, and eateries. The area features tree-lined sidewalks and inviting gathering spaces such as Millennium Plaza Park at the lakefront, where seasonal City events like the Farmers' Market, Moonlight & Music concerts, and Movies in the Park draw the community together.



Lake Oswego's location provides convenient access to iconic Oregon destinations such as Mount Hood, the Columbia River Gorge, and the Oregon Coast. The nearby Willamette Valley is a major agricultural region known for its rolling hills, productive farms, and world-class wineries. Portland International Airport serves the region and is less than 20 miles away.

THE CITY OF LAKE OSWEGO

The City of Lake Oswego is a full-service city serving a population of 41,149 across 11.4 square miles primarily in Clackamas County, with small portions extending into neighboring Multnomah and Washington counties. The City operates with a 2025–27 biennial budget of \$461 million and a team of 407 FTEs. Departments include City Manager’s Office, City Attorney’s Office, Police, Fire, Public Works, Library, Community Development, Parks & Recreation, Human Resources, Finance, and Information Technology.

Incorporated in 1910, the City operates under the Council-Manager form of government with a City Council composed of a Mayor and six Councilors, all elected at large to a four-year term, not to exceed eight consecutive years. Mayor Joe Buck has served in his position since 2021. City offices are located downtown in the 73,000-square-foot City Hall, built in 2021, along with police and 911 dispatch services, emergency operations center, and retail spaces.

The City’s mission is to cultivate an exceptional quality of life for everyone in the community, guided by its four core values: respect, excellence, trust, and service. In 2020, the City Council adopted a reaffirmation policy to uphold these values and affirm its goals of inclusivity, livability, preservation, friendly annexation, economic development, reasonable new fees/taxes, protection of property rights, development standards and community involvement, and sustainability.





THE CITY MANAGER

Appointed by the City Council, the City Manager serves as the chief administrative officer of the City, performing all duties as provided in the Charter and ordinances of the City of Lake Oswego and as directed by the City Council. The City Manager is also responsible for enforcing and administering all City laws, ordinances, policies and regulations. The City Manager’s Office has 8.5 FTEs and departmental direct reports include the Assistant City Manager, Deputy City Manager, and Sustainability Program Manager.

THE IDEAL CANDIDATE:

- Has a reputation for being principled, with unquestioned integrity.
- Values open government and civic engagement; welcomes input, connects with the community, and effectively garners public support for complex or controversial city projects.
- Is apolitical yet politically astute, with an inclusive and approachable style.
- Models expected organizational behavior, including initiative, a commitment to high-quality work, and enthusiasm for public service.
- Uses tact and diplomacy in conveying opinions and recommendations and can be relied upon to provide sound professional judgment.
- Is able to assess community needs and effectively gather and process public feedback.
- Values mentoring and is committed to the professional development of staff.
- Employs a leadership style that encourages participation and input, while remaining decisive and results-oriented when needed.



OPPORTUNITIES & CHALLENGES

South Shore Fire Station

The City has referred a \$20.6 million general obligation bond measure to the May 2026 ballot. If approved, the bond will fund the replacement of the existing South Shore Fire Station. The project will require close project management to ensure it comes in on time and on budget.

Wastewater Treatment Plant Replacement

The City is finalizing the design of a new, state-of-the-art wastewater treatment plant to be delivered through a design-build-operate public-private partnership involving the City of Lake Oswego, the City of Portland, and a private operator to be selected. The project carries significant rate implications and will require a thoughtful communication and outreach strategy, as well as strong construction oversight.

Library Replacement

The City Council established a goal to develop a strategy for an expanded, modern library facility— prioritizing the west side of town—and to explore urban renewal (tax increment financing) as a potential funding mechanism. The Council envisions the facility as a vibrant, all-ages, multi-use community hub.

Lake Oswego Recreation and Aquatic Center (LORAC)

LORAC has been in operation for approximately one year, and the Council has expressed a desire to evaluate its operations and management to ensure cost recovery and maximize operational efficiency.

North Anchor

This is the final remaining project within the East End Redevelopment Plan. The City has entered into a development agreement with a private entity to deliver a mix of housing, dining and retail space, and a boutique hotel on the property. Progress has been delayed due to a challenging lending and construction cost environment, and the Council has expressed a desire to review the agreement and advance the project.

Foothills Area

The Foothills area of Lake Oswego is a redevelopment opportunity site. The site has limited access and will likely require the city to adopt an urban renewal district to fund infrastructure improvements. The redevelopment of this site also impacts the construction of the new wastewater treatment plant.

Transit Options

Transit services in the City are provided by the TriMet Service District, and the City seeks more robust and reliable options than currently exist. The City Manager will work with the City Council to advocate for accessible, affordable transit, partnering with regional stakeholders to evaluate and advance opportunities for improved service.

EDUCATION & EXPERIENCE

- Bachelor's degree in business administration, public administration, or similar field. (Master's degree is highly desirable.)
- 7 to 10 years of related experience.
- Or equivalent education and experience that demonstrate the necessary knowledge, skills, and abilities.

PREFERRED: A successful track record as a City Manager, Deputy City Manager, or senior Department Director, with experience across the full range of municipal services, or in a comparable leadership role within a similar organization.

COMPENSATION & BENEFITS

This position offers an annual salary range of \$202,500 to \$246,140 based on qualifications and experience, along with a comprehensive [benefits](#) package.

RESOURCES

[2025-2027 Budget](#)

[2026 City Council Goals](#)

[Org Chart](#)

[City Code & Charter](#)

[Manager Hiring Resolution](#)

[Lake Oswego Chamber of Commerce](#)



TO APPLY

Apply Online: gmphr.com

First Review: **June 14, 2026**

More Info: Bryan Cosgrove, GMP Consultants
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