



Town of Winter Park, Colorado
TOWN MANAGER



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WINTER PARK

Just over Berthoud Pass on the western slope of the Continental Divide in the Rocky Mountains, the Town of Winter Park is one of Colorado's most beloved destination ski resort and mountain towns. The Winter Park Resort, managed by the Alterra Mountain Company, is Colorado's longest continually operating ski resort and the bedrock of the town's winter economy. The town and resort enjoy the competitive advantage of proximity (70 miles) to Denver, its world-class urban culture, and all the amenities of a major metropolitan area. Denver International Airport is less than two hours away.

Located in Grand County, Winter Park (pop. 1,235, 16.8 sq mi, including 13 sq mi of USFS land) is surrounded by public lands, including the Arapaho National Forest and the Indian Peaks, Byers Peak, and Vasquez Wilderness Areas. On peak weekends, the population can swell to about 25,000. While the town center is 9,052 feet above sea level, the town's highest point is 12,060 feet, making Winter Park the highest incorporated town in the nation. Recent annexations have expanded municipal boundaries considerably, and the town has made impressive progress on workforce and community housing.

With over 600 miles of trails, 300 days of sunshine, and more than 300 inches of snow each year, Winter Park is an authentic, active mountain town, proud of its outdoor recreation, including world-class skiing, hiking, mountain biking, cycling, rafting, fishing, golfing, horseback riding, and the longest alpine slide in Colorado. The Rendezvous Event Center at Hideaway Park downtown hosts excellent summer concerts and festivals, and Rocky Mountain National Park, just 35 miles to the north, brings about a million vehicles

through Winter Park every summer along U.S. Highway 40, which is also the town's "Main Street."

The East Grand School District provides K-12 education at Fraser Valley Elementary School in Fraser and the East Grand Middle School and Middle Park High School, both in Granby. The Grand County Library District serves the town. Middle Park Health and Denver Health both provide services in the community.

To learn more about the Town of Winter Park, please visit <http://www.wpgov.com>.

THE ORGANIZATION

Incorporated September 26, 1978, Winter Park adopted its home rule charter on April 12, 1983, and operates under the council-manager form of government. The town council consists of seven members, elected at large on a non-partisan basis in April of even-numbered years. Council members serve either two- or four-year staggered terms, without limit. The council elects a mayor and mayor *pro tem* from among themselves every two years.

Town services and departments include administration (town manager, town clerk, finance,

QUICK FACTS

Population:1,235
 Size: 16.8 sq mi (13 sq mi in USFS)
 Elevation (at town center): ...9,052 ft
 Elevation (highest): 12,060 ft
 FY 2025 Budget: . \$38.2M (GF \$14.98M)
 Reserves. \$23.1M
 Debt..... \$27.3M
 FTE:49 (plus 14 seasonal)

and human resources); public safety (Fraser Winter Park Police Department and municipal court); public works; The Lift, a free public transit system; community development, planning, zoning, and building code enforcement; the Winter Park Housing Authority; parks and trails; cultural and recreational facilities and events; marketing; and economic development. The FY 2025 budget of \$38.2 million (General Fund \$14.98 million) supports 49 full-time employees, plus 14 seasonal employees. Reserves total \$23.1 million, and total municipal debt is \$27.3 million.

Winter Park provides building department services and transit services to neighboring municipalities Fraser and Granby. The East Grand Fire District provides fire protection service, and Grand County EMS provides ambulance service. The following entities provide utilities: the Grand County Water & Sanitation District #1 and the Winter Park Water and Sanitation District (water, wastewater, stormwater), Mountain Parks Electric (electricity), and Excel Energy (natural gas).

The town values its positive, collaborative, and mutually beneficial relationship with Alterra and the Winter Park Resort. The Winter Park & Fraser Chamber is an essential community partner providing marketing and event services to the town. The town works closely with the Grand Foundation, the local community foundation, to operate housing assistance programs, to provide funding for mental health

services, and to support not-for-profit organizations.

Winter Park is positioned for a dramatic transformation over the next five years driven by transportation and connectivity. The town is working closely with the Governor’s office, the Colorado Department of Transportation (CDOT), and regional partners to establish daily Mountain Passenger Rail service between Denver, Winter Park, and neighboring towns, with a target start date of November 2026. Second, the town is working with Alterra and other private partners to construct a gondola between Winter Park Resort and downtown Winter Park, with a passenger train platform next to the gondola terminal on the resort side. New urban renewal authorities are in place to advance these changes. Substantial development has occurred over the past five years and is expected to continue for the foreseeable future, driven in part by Alterra’s *Winter Park Unlocked* plans.

In addition, the town will provide leadership to several regional infrastructure projects to support planned growth and investment. These projects include a wastewater treatment plant expansion, siting an electric substation, and coordinating highway improvements with CDOT. The town must also ensure that utility capacity, infrastructure, and municipal services all keep pace with growth.

THE TOWN MANAGER

The town manager is the chief executive and administrative officer of the town, serving at the pleasure

of the town council. She or he carries out the policies and ordinances approved by council, coordinates the day-to-day operations of the town, and supervises its departments and department heads.

Winter Park has enjoyed great stability with only two town managers serving in the last 17 years, the most recent manager serving for nearly seven years. The next town manager will inherit a respectful, informed town council and an experienced, skilled, and cohesive leadership team, all working within a positive, professional culture. Wholesale organizational changes are not needed. The interim town manager is not eligible to apply for the permanent town manager position.

QUALIFICATIONS

A bachelor’s degree in public administration, community and regional planning, business, or a related field is required. A master’s degree in public administration or a comparable degree is preferred. A minimum of five years of management experience in municipal government of comparable size and structure is required. Experience in a mountain or resort community is desirable. Residency within Winter Park corporate limits is not required.

THE IDEAL CANDIDATE

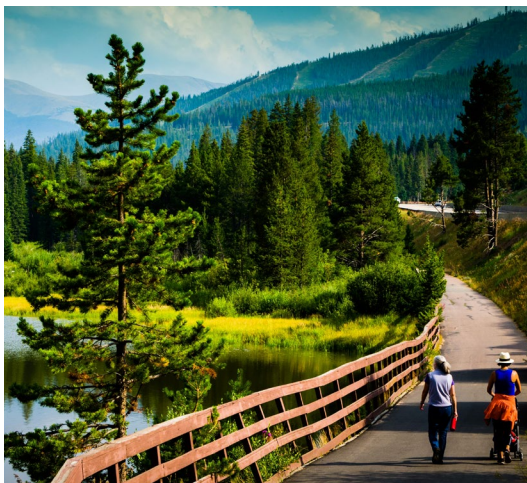
The next town manager is a professional and proactive leader, looking ahead five, 10, and 15 years. She or he has the experience and commitment to

WHAT HAPPENS WHEN

Absent unforeseen circumstances, the recruitment will follow the schedule below. Be mindful of the filing deadline and final interview dates, which are unlikely to change.

SCHEDULE

Filing Deadline:	September 14, 2025	Recommendation of Candidates: .	October 6, 2025
Preliminary Interviews:	September 23-24, 2025	Finalist Interview Process: . . .	October 23-24, 2025



lead the town through significant growth and change, while helping maintain the town's small-town character. Ideally, the next town manager has already experienced this development cycle elsewhere. The preferred candidate is calm, politically astute but apolitical, patient, and strong enough to keep the town council focused and on track.

Town council seeks a candidate who can hit the ground sprinting and ensure that momentum is maintained as to all of the town's major initiatives. The ideal candidate has considerable experience in complex public sector finance, major capital project management, and budget development and management, as well as good business sense and effective negotiation skills. She or he has expert-level inward- and outward-facing communication and presentation skills.

The next town manager is skilled

at creating and maintaining effective relationships, including those with federal, state, and local and partners; the city's resort, hospitality, and small business communities; environmental groups; and residents, visitors, and guests. Confidence balanced with humility, emotional intelligence, ethics, integrity, and character are required.

The successful candidate is an effective manager, who ensures town council always has all of the information needed to make timely, informed decisions. She or he is an effective leader, who inspires the leadership team and avoids micromanagement. The ideal candidate is accessible and friendly and listens actively and empathetically. The next

town manager is organized, efficient, and able to handle multiple, complex responsibilities simultaneously.

He or she will interact with a high-profile group of sophisticated, experienced developers, actively shaping Winter Park's future. Strong collaboration is essential. She or he is a relationship-builder, who seeks win-win solutions and can bring disparate viewpoints together for a common, positive future. The town manager is visible in the community and meaningfully engaged with it.

Finally, the next town manager appreciates Winter Park not only as a premiere ski resort destination and a Colorado state treasure, but also as a small-town, mountain community, and her or his home.

TOTAL COMPENSATION

The hiring range salary for this position is \$210,000 to \$260,000, and the appointment will be made depending upon the qualifications of the selected candidate. In addition, the town provides an attractive benefits package, including medical and dental insurances (10% employee contribution for employee coverage and 25% employee contribution for spouse and dependents); vision, life (\$50,000), long- and short-term disability, and AD&D insurances (100% town contribution to all); wellness program, \$500 annual wellness payment, and flexible spending account; and Employee Assistance Program. Retirement benefits are offered through MissionSquare Retirement: mandatory 401(a) (7.65%, with equal town match) in lieu of Social Security, optional 457(b) (town match up to 4%). This position enjoys paid time off (144 hours/year), eleven paid holidays, access to shared Grand Passes, professional association dues, and registration fees and travel related to professional development. Relocation assistance, housing allowance, or other housing alternatives are subject to negotiation as may be needed.

APPLY

To be considered for this excellent professional opportunity, please email only your cover letter and resume to apply@columbialtd.com, naming your files Last.First.CL and Last.First.Resume. Receipt of your submittal will be acknowledged within two business days. All applicants will be updated on their status following the Recommendation of Candidates.

If you have any questions regarding the recruitment process, or this opportunity, please feel free to call Andrew Gorgey directly at (970) 987-1238. For more information, visit the Columbia Ltd website: <https://columbialtd.com>.