

Town Manager

Rangely, CO

Salary Range: \$115,000 - \$135,000

Depending on Qualifications





The Town & Surrounding Community

Tucked in the high desert of Northwest Colorado and surrounded by the scenic Book Cliffs Mountain Range, the Town of Rangely, CO (pop. 2,276) offers an attractive lifestyle—a relaxed pace, family values and a deep appreciation for the outdoors.

The Rio Blanco County community's identity was shaped by the discovery of oil in the early 20th century. This led to a booming oil industry which continues to be a critical economic contributor today. Incorporated in 1947, Rangely has evolved from an oil camp to a peaceful community that treasures its history, natural beauty, and supportive, neighborly spirit. Today's residents come from all walks of life; families, long-time locals, and newcomers drawn to Rangely's wide-open spaces and strong community.

There are many reasons the locals appreciate life in Rangely. **Nature's playground is right out your back door.** Incredible opportunities for outdoor enthusiasts include the Wagon Wheel OHV Trails and the state's only natural rock-crawling park. Also nearby is the White River and the Kenney Reservoir which attract those who enjoy fishing, boating and stargazing under some of the darkest skies in Colorado. On the outskirts of town, the Cedar Ridges Golf Course is operated by the local Western Rio Blanco Park & Recreation District. Located on the Dinosaur Diamond Scenic Byway, this 4.30-square-mile town is only 20 miles from Dinosaur National Monument and less than eight miles from the Canyon Pintado National Historic District.

Rangely boasts **unique cultural attractions.** The TANK Center for Sonic Arts is a remarkable venue for sound and music. The Outdoor Museum celebrates the community's history, and the Rangely Automotive Museum features classic cars.



The Town & Surrounding Community, continued

Locals and visitors enjoy the **many annual festivals and events** including the annual Crab Crack, ROAR (Rangely's OHV Adventure Rally), Butch Cassidy Days, to celebrate the spirit of the West, the 4th of July celebration, the summer farmer's market, seasonal festivals including SeptemberFest, and the popular winter Polar Plunge.

Rangely residents have the benefit of a small-town lifestyle, yet with access to **excellent services and amenities**.

- The **Rangely District Hospital is a quality full-service medical facility** with a clinic, emergency department, laboratory, surgery suite, dental office, pharmacy, long-term care facilities and more. In addition to the local health care services, medical specialists visit on a routine schedule for the convenience of those living in the area.
- **The community takes great pride in our schools**– the cornerstone for community life. Rangely School District RE-4 serves 500 students pre-K-12th grade, and offers excellent academics and a variety of activities. There is also a local private school option, Rangely Christian Academy. Colorado Northwestern Community College is also located in Rangely. Many degrees and career-focused programs are offered, their highly reputed programs include Dental Hygiene, Aviation Maintenance Technology, Aviation Technology (Flight), and the National Park Ranger Law Enforcement Academy.
- The community has access to **locally-owned shopping and dining establishments** with additional choices available in nearby Vernal, UT, just a short and scenic 45-minute drive northwest on US-40.
- The Vernal Regional Airport also offers **daily commercial flight service**.
- The **cost-of-living is affordable**– the median household income is \$70,360, with the median home price \$209,500.

To learn more: [Home | Town of Rangely](#); [Rangely Area Chamber of Commerce](#); [Discover Rangely](#)



The Position

The successful candidate is an experienced and engaged leader who is active in the community and is accountable for the overall daily operations of the Town.

Reporting to the Town Council, the Town Manager oversees and leads a team of nearly 40 employees and is responsible for fiscal oversight of a \$13.4 million budget (\$8.3 million operating expenses and \$5.14 million capital projects for 2025).

The Town Manager implements the Town Council policies; supports appointed and elected leaders in long-range planning efforts; responds timely to community matters; and represents the Town in local and regional associations and partnerships. He/she will translate the council's vision and goals into action items, considering budgetary and operational priorities.

The Town Manager is thoughtful and guards the Town's image and reputation, coordinates the exchange of information within the organization and with external stakeholders. He/she leads by example and fosters a collaborative work environment focusing on customer service and innovation to support and build on Council's priorities, momentum and past success.



Departments under the Town Manager's direction include Gas, Water and Waste Water, Police, Public Works, and Building and Grounds.

Qualifications

A bachelor's degree in public administration, business administration, accounting, finance or closely related field. A minimum of one to three years of relevant experience (e.g. demonstrated leadership success in local municipal or county government.)

A combined equivalent of education and experience which provides the knowledge, skills and abilities required to perform the job may be considered.

Applicants with experience as a deputy manager, assistant manager or department head will be given strong consideration.

A master's degree in public administration (or a related field) is a plus.

The successful candidate is expected to reside in, or relocate to the Town of Rangely.

Rangely is a statutory municipality with a mayor-council form of government.

The mayor is elected at large for a two-year term, limited to three terms.

The trustees are elected for a four-year term, limited to two terms.



The Ideal Candidate

- Is dedicated, adaptable, and highly ethical. Makes well-reasoned, and value-based decisions that are in the best interest of Rangely.
- Is experienced and proficient with municipal finance and budgets. Is innovative with a solutions-focused mindset.
- Possesses excellent communication skills (written, verbal, presentation and listening). Is professional and is comfortable and skilled with writing articles for the local paper, leading public discussions, etc.
- Is a successful negotiator; assertive, respectful and accepting of differing viewpoints.
- Is approachable and eager to connect with staff. Effectively communicates across all levels of the Town's operations, including engaging with department heads, the Town Council and the community at large. Works collaboratively with community partners and key stakeholders.
- Is a strong leader and mentor who promotes teamwork and collaboration. Is open to learning/continuous improvement for self and staff. Gives and receives constructive feedback. Is professional and fair, and fosters a healthy work place.
- Is organized, efficient and deploys strong project management skills. Ensures grants and projects are on schedule and within budget. Is comfortable managing multiple priorities, "working in the trenches" and "wearing many hats."
- Must have an understanding of Rangely's roots in the oil and gas industry and an appreciation for the lifestyle of a conservative rural community—this is essential to building trust and fostering positive relationships.



Opportunities & Challenges

The Town Manager is urged to focus on getting to know the community, from the Town Council and staff, to business and civic leaders and the public. These connections are integral to success in facing the challenges and opportunities.

- **Meaningful impact**– The Town Manager has an opportunity to engage with staff, residents and business partners to gain understanding and make a positive, meaningful impact in the community.
- **Quality of Life**– This is an opportunity to live and work in a welcoming community with quality people in beautiful northwestern Colorado.
- **Heavy Regulation** of fossil fuels within the state and the country has limited job creation. The new Town Manger is challenged with helping create a transitioning economy promoting economic growth and diversity — all critical to Rangely’s future.
- **Housing** is also a challenging issue for local residents and those looking to move to Rangely. Town leaders have an opportunity to develop a plan to attract new, diverse developments to accommodate Rangely’s growth.
- **Ongoing revenue** to support capital projects is an ongoing concern as the Town balances fiscal sustainability with the needs and desires of the community. The selected candidate will seek new revenue streams and offer innovative ideas to keep Town projects moving forward.
- **Capital projects** on the horizon include investments in housing, a walk/bike trail, and critical infrastructure. The new Town Manager will help oversee these projects and continue planning for short-and long-term needs.



Compensation & Benefits

Salary Range: \$115,000—\$135,000

The Town offers a valuable and comprehensive benefit package including health, dental, vision and life insurance. A mix of vacation, sick, personal time, jury duty, funeral leave and military leave are included. Employees also receive free admission to the Western Rio Blanco Park & Recreation District, membership to the Rio Blanco Federal Credit Union, and may be eligible for tuition reimbursement. The Town Manager is provided with a cell phone or stipend and has access to a vehicle for business use.

In addition to Social Security, the Town Manager is enrolled in a 401(k) plan featuring a 5% employee contribution and a 5% employer match, this plan is fully vested after six years of service. A voluntary 457 deferred compensation plan is also available.

Why Rangely?

Excellent professional opportunity

Friendly neighbors

Sense of community

Beautiful remote rural setting

Affordable cost of living

Hundreds of miles of trails

300 days of sunshine

Quality schools

Access to a local college

Easy access to a commercial airport

Year-round community activities

Outdoor recreational opportunities

*Simply put, Rangely is just a great
place to live, work, and thrive!*





Apply Online

www.KRW-Associates.com/open-positions

Provide a cover letter, resume and six (6) professional references.

Deadline: **Wednesday, October 15, 2025, 5:00 PM Mountain**

Questions?

KRW Associates LLC is assisting the Town of Rangely with this search.

Direct questions to: info@KRW-Associates.com

or to KRW Associates Managing Partner Lorne Kramer - 719-310-8960 or
KRW Senior Associates, Mark Collins at 307-460-1941 or Gina McGrail at 303-249-9572.

The Town of Rangely is an equal opportunity employer.