

TOWN MANAGER

DILLON *Colorado*



Why Apply?



The Town of Dillon offers an exceptional opportunity for a dynamic, community-focused leader ready to make a meaningful impact in one of Colorado's most stunning mountain environments. With world-class recreation, a vibrant amphitheater, a renowned marina, and a passionate community that cares deeply about its future, Dillon is poised for thoughtful and transformative progress.

Dillon is at an inflection point. The community has clearly voiced its desire for economic activation, visible follow-through, protection of Dillon's identity, and stronger connections between places and people. The next Town Manager will help translate these priorities into action—strengthening year-round vitality, enhancing economic opportunities, and rebuilding trust through transparent, inclusive leadership. For a collaborative leader seeking both challenge and reward, Dillon provides the chance to shape a resilient, welcoming, and thriving mountain community.



Sitting at an elevation of more than 9,100 feet, Dillon is a tight-knit mountain community on the shore of Dillon Reservoir in the heart of Colorado’s Rocky Mountains, about 70 miles west of Denver along Interstate 70. Roughly 1,050 year-round residents call Dillon home, with the population swelling during peak visitor seasons. Dillon is known for its lakeside setting and sweeping mountain views, while its small-town character gives the community a strong sense of identity and place.

Dillon has invested heavily in public spaces and amenities that take advantage of its waterfront. Dillon Reservoir features approximately 25 miles of shoreline and is home to the Town-owned Dillon Marina, billed as the world’s highest deep-water marina. Residents and visitors can sail, fish, paddle, and explore the reservoir by boat, while the Summit County Recreation Path follows the shoreline and connects Dillon with neighboring communities. Summer also brings hiking and mountain biking throughout the surrounding national forest, along with sailing regattas on Dillon Reservoir, including the annual Dillon Open Regatta. In winter, when the reservoir fully freezes, the ice becomes a setting for cross-country skiing, snowshoeing, fat biking, and walking. Skiing at Keystone and Arapahoe Basin is just minutes away, with Breckenridge and Copper Mountain also within easy reach.

Community life centers on the waterfront and Town Park. The lakeside Dillon Amphitheater attracts nationally known performers while also hosting Mountain Music Mondays, a popular free summer concert series. The weekly Dillon Farmers Market brings more than 100 vendors to town during the summer, and Town Park provides playgrounds, courts, walking paths, and open lawn in the heart of the community.

Tourism remains central to Dillon’s economy and character, but Dillon retains a friendly, small-town atmosphere where connection matters. Residents value walkability, shared gathering places, beloved local businesses, and strong community ties. Summit Stage provides free transit service connecting Dillon with destinations throughout Summit County, and Denver International Airport is about 90 miles east.



THE TOWN OF DILLON

Incorporated in 1883, the Town of Dillon is a full-service municipality serving approximately 1,050 residents across 2.3 square miles in Summit County. The Town has a 2026 budget of \$26.3 million and a workforce of 50 full-time employees, 1 part-time employee, and 105 seasonal employees. Dillon is a Home Rule municipality operating under a Town Charter and Council-Manager form of government with a Town Council consisting of the Mayor and six Councilmembers, all elected at large to four-year terms.

The Town provides a broad range of municipal services tailored to a year-round mountain community and visitor economy, including events and recreation, public works, planning and engineering, water and sewer utilities, law enforcement through the Dillon Keystone Police Department, marina operations, and Town marketing. Fire and emergency medical services are provided by Summit Fire & EMS Fire Protection District. The Town also works through the Dillon Urban Renewal Authority (DURA) to support redevelopment, public improvements, and long-term economic vitality.

Dillon is in a highly visible mountain environment where its population can swell to more than 5,000 during peak periods, creating significant visitor activity and seasonal service demands. The Town's work is shaped by its location on Dillon Reservoir, its tourism and recreation economy, and the realities of providing municipal services in a high-altitude environment.

THE TOWN MANAGER

The Town Manager serves as the chief administrative officer for the Town, responsible for implementing the policies and directives of the Town Council, managing daily operations, overseeing municipal departments, and ensuring the efficient delivery of services to residents and businesses.

This position requires strategic leadership, strong financial and operational management skills, and the ability to work collaboratively with elected officials, staff, and community stakeholders. Direct reports include the Engineer, Finance Director, Human Resources Manager, Marina Director, Police Chief, Public Works Director, Recreation and Events Director, and Senior Planner.



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OPPORTUNITIES FOR LEADERSHIP

1) **Community Trust, Engagement & Governance**

Recent surveys show community engagement is Dillon’s top priority by a wide margin. Across eight months of community forums, residents emphasized that trust is built through follow-through, not just communication. They want clearer processes, more transparency in development and budget decisions, and visible accountability. The Manager will help Council operate effectively as a policy body and foster a more collaborative environment for decision-making.

2) **Economic Vitality & Thoughtful Redevelopment**

Residents and business owners expressed a sense of urgency about Dillon’s “pass-through” status and a desire for more proactive business recruitment. With major assets such as Dillon Marina, Dillon Amphitheater, and potential partnerships with Colorado Mountain College, Dillon is well positioned for responsible growth that enhances its mountain character. The Manager will help guide redevelopment that reflects community values, supports local entrepreneurs, and strengthens year-round activity.

3) **Housing & Community Sustainability**

Workforce and attainable housing remain pressing needs. Housing is a defining challenge, and Dillon’s small year-round population, prevalence of STRs, and high regional costs make employee recruitment and retention difficult for businesses and the Town. The Manager will champion innovative housing strategies that support a stable, inclusive community while complementing commercial vitality.

4) **Planning, Connectivity & Implementation**

Residents want Dillon to move from planning to action. Walkability and connectivity matter—but only if there are meaningful destinations at the end of those connections. The Manager will help translate existing plans into time-bound implementation roadmaps, align development decisions with defined goals, and improve physical and social connections across Dillon’s core, marina, and amphitheater.

5) **Organizational Alignment & Leadership Development**

With new leadership in key roles and staff who often wear multiple hats, Dillon needs a Manager who can unify the organization, set clear expectations, and support professional growth. This is an opportunity to cultivate a healthy, high-performing culture grounded in service, integrity, and teamwork.

6) **Financial Stewardship & Infrastructure Planning**

The Town faces fiscal constraints, seasonal revenue fluctuations, and major capital needs—including facility improvements and marina-related infrastructure affected by drought. The Manager will ensure disciplined financial management, communicate budget realities clearly, and prioritize investments that sustain Dillon’s long-term resilience. The Manager must understand mountain-town financial flows and the potential impacts of natural disasters.

IDEAL CANDIDATE TRAITS

- **A Unifying, Relationship-Driven Leader** - The ideal candidate builds trust across diverse perspectives—longtime residents, newer community members, business owners, STR owners, regional partners, and elected officials. They understand that nothing good happens in a mountain town without partners, and they invest early in building those relationships.
- **A Strong Communicator and Skilled Facilitator** - Dillon needs a Manager who communicates proactively, facilitates productive meetings, and provides clear guidance to Council, staff, and the public. They close the feedback loop consistently—showing how community input connects to decisions—and help Council engage in forward-looking policy discussions grounded in shared priorities.
- **Visible, Approachable, and Engaged** - The next Manager will be a familiar face at community events, local businesses, and public gatherings. They listen actively, demonstrate humility, and show genuine investment in Dillon’s culture and lifestyle.
- **A Culture Builder Focused on Organizational Health** - Dillon’s workforce is dedicated and talented. The Manager will strengthen cohesion, morale, and trust by modeling professionalism, supporting staff development, and fostering an environment where employees feel valued and empowered.
- **Ethical, Transparent, and Steady Under Pressure** - The community expects a leader who acts with integrity, communicates openly, and maintains fairness in all interactions—including with developers, business interests, and vocal community groups. They navigate complex dynamics with diplomacy and consistency.
- **Strategic Thinker with Mountain-Town Insight** - Experience with land use, economic development, housing strategies, and Colorado governance is highly valuable. The Manager must understand mountain-town realities: workforce housing, seasonal revenue shifts, visitor-based economies, climate and wildfire issues, and the need for strong intergovernmental partnerships.
- **Supportive Manager Who Empowers Staff** - The ideal candidate trusts department directors to lead their areas while providing guidance, accountability, and alignment with Council priorities. They hire well, develop people, and defend staff when appropriate.



EDUCATION & EXPERIENCE

- Bachelor's degree in public administration, business administration, political science, or a related field.
- At least 7 years of progressively responsible management experience in municipal government or a related field, including supervisory experience.
- Master's degree in public administration or a related field preferred.
- ICMA Credentialed Manager designation desirable.
- An equivalent combination of education and experience that demonstrates the necessary knowledge and abilities may be considered.

COMPENSATION & BENEFITS

The Town of Dillon offers an annual salary range of \$189,600-\$265,440 based on qualifications and experience, along with a comprehensive benefits package.

RESOURCES

[Town Budget](#)

[Amended Town Budget](#)

[Town Charter](#)

[Town Code & Key Documents](#)

[Community Meeting Series](#)

[Current Development Projects](#)

[Town News](#)



**TO
APPLY**

Apply Online: gmphr.com

First Review: October 19, 2026

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