

CITY MANAGER

WASHOUGAL *Washington*



WHY APPLY?



This is an exceptional opportunity to bring your skills and experience to elevate an organization poised for transformational change. Known as the “Gateway to the Gorge,” Washougal is a tight-knit community with small-town charm, located along the Columbia River, just 20 minutes from Vancouver, Washington and minutes away from world-class outdoor recreation. The current City Manager is retiring after nearly 17 years of service to the City, including as City Administrator and as Washougal’s first City Manager. The next City Manager will benefit from an energetic, professional staff, a highly collaborative and cohesive City Council, and a slate of major capital projects—including one of Washington State’s most innovative and high-profile infrastructure efforts. If you’re looking to guide a community through a period of growth while maintaining community character, this may be the opportunity for you.



WELCOME TO WASHOUGAL

Washougal is a waterfront community of 18,490 residents located along the Columbia River in eastern Clark County, about 20 miles east of Portland. The city sits between the Columbia and Washougal rivers at the western entrance to the Columbia River Gorge, offering a small-town setting within easy reach of the Portland-Vancouver metro area.

In the early 1900s, Washougal developed around timber, wool production, rail transportation, and commerce along the Columbia River. Today, the historic downtown reflects the culture of the Pacific Northwest with local eateries, coffee shops, and award-winning breweries centered near Main Street and Reflection Plaza. The plaza serves as a gathering place for community markets, concerts, and seasonal celebrations. Public art is visible across the city, with more than 30 installations.

One of the city's largest employers, Pendleton Woolen Mills, has operated its Washougal mill since 1912 and produced blankets for American troops during World War II. Washougal is also known nationally for Washougal MX Park, a forested motocross course in the foothills north of the city. The track has hosted the Pro Motocross Championship for more than four decades and remains the region's longest-running professional motorsports event.

Outdoor recreation is part of daily life. Residents enjoy fishing, boating, and kayaking, on the Columbia and Washougal rivers and nearby Lacamas Lake, along with extensive hiking and biking in the surrounding foothills and Columbia River Gorge. The Columbia River Gorge National Scenic Area begins just east of the city, while Mount Hood offers skiing and mountain recreation within an easy drive and Pacific Ocean beaches can be reached in about two hours. A pedestrian tunnel beneath State Route 14 connects downtown with the Columbia River waterfront, where approximately 7 miles of hiking and biking trails link the Port's vibrant mixed-use waterfront development with the Steigerwald Lake National Wildlife Refuge. Nearby Captain William Clark Park encompasses approximately 93 forested acres at Cottonwood Beach, with picnic areas, walking paths, open fields, and river access. This section of the Columbia serves as both a major commercial shipping route and a popular destination for water recreation.





THE CITY OF WASHOUGAL

The City of Washougal is a full-service city serving a population of 18,490 across 6 square miles with a 2026 budget of approximately \$121 million and a team of 87 FTEs.

Departments include Administration, Human Resources & Risk Management, Finance, Community Services & Strategy, Community Development, Public Works, and Police. Fire and emergency medical services are provided by the newly formed Camas-Washougal Regional Fire Authority, which serves Washougal and neighboring Camas and provides ambulance services to surrounding rural areas.

Incorporated in 1908, the City has operated under the Council-Manager form of government since 2018. The City Council consists of the Mayor and six Council Members elected on a nonpartisan basis to four-year, overlapping terms. Mayor David Stuebe has served since 2022 and is also a State Representative, advancing Washougal's interests in Olympia.

Advisory boards and commissions to the City Council include the Arts Commission, Parks and Cemetery Board, Planning Commission, and Lodging Tax Advisory Commission.

Additional commissions include the Civil Service Commission and Salary Commission, which operate independently from Council advisory roles.

The City is actively implementing its 2023-2028 Strategic Plan, which provides a framework for City decision-making and investment. Washougal City government is guided by an operating philosophy that emphasizes responsive service, practical innovation, accessibility, fiscal responsibility, accountability, and collaboration. The City is committed to thoughtfully managing growth and expanding economic opportunity while preserving the community's natural beauty and small-town character.

FTEs
87

**2026
BUDGET**
\$121 million

AREA
6 square
miles

POPULATION
18,490



View job
description at
gmphr.com

THE CITY MANAGER

Reporting to the City Council, the City Manager serves as the City's Chief Executive Officer and administrative head, overseeing all departments, enforcing laws and ordinances, and implementing policies established by the Council. The City Manager provides professional leadership, organizational stability, and responsible fiscal stewardship.

IDEAL CANDIDATE TRAITS

- An innovative, pragmatic, and highly collaborative leader.
- A strategic builder who brings a proven track record of executive public administration, robust fiscal stewardship, and successful capital project delivery and economic development.
- Experience working at the local, state, and federal levels to secure funding for community priorities.
- A thoughtful listener who engages the community, earns respect, and can effectively guide the City Council through policy deliberations.
- Authentic, visible, and approachable, with an eagerness to become an active member of the community.
- Vision, energy, and the ability to advance the goals of the City's Strategic Plan for years to come.
- A commitment to balancing progressive economic growth with the preservation of Washougal's unique natural beauty and small-town charm.

OPPORTUNITIES & CHALLENGES

Capital Improvement Projects

The City is embarking on approximately \$200 million in capital improvement projects, with several highly visible initiatives planned over the next 3 to 5 years. The next City Manager will play a central role in guiding these projects and ensuring their successful delivery.

- **BNSF 32nd Street Rail Overcrossing** – Approximately \$100 million progressive design-build effort funded through the Federal Railroad Administration and other local, state, and federal funding.
- **32nd Street Safety Enhancement and Street Widening** – Approximately \$15 million in intermodal and intersection improvements, currently in the design phase.
- **Biosolids Handling Facility & Lagoon Decommissioning** – Approximately \$35 million project under construction to transition the City to a land-applied Class B biosolids system and decommission the existing lagoons.
- **Towncenter Revitalization and New Library (Fort Vancouver Regional Library District)** – Approximately \$30 million investment that includes a new library, outdoor recreation facilities, pedestrian improvements, and future mixed-use development in the Towncenter.

Working with the Port and Private Developers

The Port of Camas-Washougal is completing marina improvements and other improvements while private developers are constructing a major mixed-use development that will transform the waterfront. The next City Manager will need to work closely with public and private partners to help coordinate this period of significant investment and change.

Sustain and Improve Revenue Streams

Washougal is quickly transforming from a rural commuter town into a destination community with significant residential and commercial growth possibilities. Identifying and developing new revenue streams to ensure the community balances growth while maintaining community character is paramount.

Building Community Trust and Engagement

The City enjoys a long tradition of volunteerism and community involvement. The next City Manager will need to become an active part of the community, build trust, and help focus that energy and enthusiasm around shared priorities.



EDUCATION & EXPERIENCE

- Bachelor's degree in public administration, business administration, civil engineering, or a closely related field. Master's degree is highly preferred.
- 7 to 10 years of progressive executive-level management experience in municipal government, preferably as a City Manager, Deputy or Assistant City Manager, or department director.
- Deep familiarity with Washington State municipal structures, including the Open Public Meetings Act (OPMA), Public Records Act (PRA), and the Growth Management Act (GMA).
- Credentialed Manager (ICMA-CM) status through the International City/County Management Association is strongly desired.
- An equivalent combination of education and experience that demonstrates the necessary knowledge, skills, and abilities may be considered.

COMPENSATION & BENEFITS

The City of Washougal offers an annual salary range of \$179,488 – \$244,000, based on qualifications and experience, along with a comprehensive benefits package.

- Medical insurance with two Regence plan options and three Kaiser Permanente plan options
- Dental insurance with two plan options through Willamette Dental and Delta Dental
- Vision insurance through VSP
- Long-term disability insurance
- 12 paid holidays plus 3 floating/personal days



RESOURCES

[City Budget](#)

[Strategic Planning](#)

[32nd Street Corridor Improvements](#)

[32nd Street Rail Crossing](#)

[Hyas Point](#)

[Wastewater Treatment Plant Upgrades](#)

[Fire Station 43 Replacement & Police Station Remodel Project](#)

[Visit Washougal](#)

[Camas-Washougal Chamber of Commerce](#)



**TO
APPLY**

Apply Online: gmphr.com

First Review: October 25, 2026

**More Info: Greg Young, GMP Consultants
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