

City Manager – City of Cambridge

People, Place, Prosperity

Working within our Strategic Plan, **Cambridge Connected**, and committing to our values of Integrity, Respect, Inclusiveness and Service, the successful candidate will work together to help the City of Cambridge achieve our vision: A place for people to prosper – alive with opportunity.

Formed in 1973 from the former communities of Galt, Preston, Hespeler and Blair, Cambridge is a modern city with a rich architectural heritage and a population of 163,000. Cambridge maintains three unique downtown cores. A variety of financial incentives have driven the revitalization of the city's downtown and waterfront areas that have preserved the past while driving innovative architecture, urban planning, development, construction and attracting new businesses. Our strategic plan provides a foundation for decision making, priority setting, and ongoing performance management to deliver high-quality public service that meets the needs of the community. Cambridge's thriving business climate is why many businesses are choosing to locate and expand here, and Cambridge will continue to expand and diversify.

We are committed to cultivating a culture rooted in human connection, collaboration, and community. We know that some of our best ideas, learning moments, and breakthroughs happen when we're in the same space, collaborating in real time, celebrating wins, and solving challenges together.

Together, we're shaping a culture that values both productivity and belonging, that strengthens team bonds and creates a workplace where our people feel seen, heard, and supported one, that helps us do our best work to support the community.

About the City

Cambridge is a thriving emerging and modern city with a diverse population of 163,000. It is located within the Regional Municipality of Waterloo and is a part of one of Ontario's fastest growing and economically prosperous regions. With its perfect position being located along Highway 401, only 45 minutes from the provincial capital of Toronto, Cambridge is well poised to continue to grow and flourish into a prosperous metropolis and one of the best places to live in the Province of Ontario.

Cambridge is located within the Regional Municipality of Waterloo, and at the gateway of Canada's technology triangle. A mid-size city with a quaint small-town feel and a population of over 163,000, the city is known for its high quality of life. Affordable housing, excellent schools, libraries, parks and scenic trails are some of the reasons why Cambridge is the place to be!

Manufacturing is the largest industry in the area with over 8 million vehicles built locally. It is also home to several international and nationally recognized industries such as textiles, plastics, agri-food and the technology sector. Cambridge, is located in the heart of one of North America's most dynamic innovation clusters, it provides high-end cloud solutions and meets the heightened demands of Canadian businesses in terms of performance, resilience and data governance. We are also the Canadian leader in advanced manufacturing. The City has also served as a backdrop for many film/TV shows and has recently seen an increase in the number projects filmed in the city. The City hosts many festivals and cultural events, year-round. These include the Preston Kin Carnival in May, Neighbourhood Day in June, the Cambridge Scottish Festival and Cambridge Arts Festival in July, free Oktoberfest Day, Unsilent Night as part of our award winning Winterfest and Christmas in Cambridge in November and December.

About the Opportunity

As a champion of the City's corporate values – integrity, respect, inclusion, and service – the City Manager inspires a high-performing, innovative and collaborative workforce. With exceptional leadership skills, a deep understanding of government affairs and legislation, and a commitment to building strong relationships with internal teams, community members, stakeholders, partners, and other government officials.

Under Ontario's Strong Mayor Legislation, this position plays a critical advisory and leadership role in supporting the Mayor's enhanced authority and by providing non political, professional guidance to ensure the Mayor fulfills new responsibilities related to budget preparation and priority setting to align with provincial objectives.

The ideal candidate is a visionary municipal leader with an undergraduate degree in a related discipline is a requirement, and a Master's degree in Business Administration or Public Administration is an asset. The ideal candidate has 12+ years of progressive senior leadership experience including experience as a Chief Administrative Officer role in an urban or rural municipal setting or equivalent experience in a medium to large-sized municipality, as well as proven success leading complex municipal operations, developing corporate strategies, and delivering community-focused results.

They offer demonstrated expertise in fiscal management, infrastructure development, economic growth, and organizational transformation. The candidate is an accomplished advisor and trusted partner to elected officials, providing sound, non-political counsel while aligning municipal priorities with evolving provincial objectives. Known for their sophisticated communication, collaborative leadership, and political acuity, they excel in fostering strong relationships with Council, staff, unions, stakeholders, and external partners at all levels of government.

To view the full Position Profile, please [visit the Legacy Partners website.](#)

If you wish to be considered for the role, please email your cover letter and resume in PDF format to **Kartik Kumar** at careers@lesp.ca by **July 27, 2025.**

Please be assured that any information shared with Legacy Partners will be treated with the strictest confidence and shared only with the client for the purposes of this search.

Thank you once again for your interest.

Legacy Partners and the City of Cambridge are committed to equity, diversity, and inclusion and recognize that a diverse staff is essential to organizational excellence. We welcome applications from all qualified individuals and encourage women, members of racialized communities, Indigenous persons, persons with disabilities, and persons of any sexual orientation or gender identity to confidentially self-identify at the time of application. In accordance with provincial legislation, accommodations will be provided by Legacy Partners and the organization throughout the recruitment, selection, and/or assessment process, upon request, to applicants with disabilities. If you would like to self-identify during the recruitment process, please fill out [the IISD's Voluntary Self-Identification Questionnaire](#) and submit it with your application.