



MADAWASKA
TOWN MANAGER SEARCH
STAFF & PUBLIC COMMENTS
March 19, 2024

Issues Facing Madawaska

Retention/Recruitment of Employees, competitive Salaries
Changing Community
Aging Population
Availability of Broadband
Tax rate/ inflation
Growing new businesses/development
Economic Development/ Business Attraction
Exploring combining Fire and EMS
Consider Elected Mayor
Reconnection with Edmundston
Out migration of younger population
Retirement Community
Community not working as a team
Encouraging Relationships with Canadian Neighbor
Welcoming the new and preserve Acadian Culture

Desired Manager Qualities

Lives in the Community
Is out and about in the community
Supports work/life balance
Understands Business & Economic Development
Engages community, talks to all members of the community
Great communication skills
Listens before speaking

Ability to drive the ship and be a builder
A collaborator and facilitator
Ability to guide Selectboard into logical/sustainable decisions
Develop a working relationship with the School Department
Sense of humor, is likeable
Help existing businesses to grow
Ability to speak French
Keep town stable
Can establish trust and faith with Madawaska's population
Ability to honestly speak with citizens about the good and bad
Willingness to learn
Ability to work with Selectboard
Knows when to spend and when not to
Understands Manager Role & Selectboard's role
Transparency
Visits each departments
Is a positive leader, is accountable
Knows what the dollar is all about
Understands social services and community values
Has Department Head meetings
Ability to lower mill rate
Be business friendly
Great Grant Writer
Work with Twin Rivers/Senior citizens, look at whole scope
Honest and honest with the Selectboard
Has municipal experience
Shares information with Selectboard/staff/citizens
Ability to delegate, not a micromanager
Strong set of ethics
Isn't using position for a stepping stone
Emotionally connected to the Valley
Listens to the good and bad and can lead
Has an open door policy
Supports staff
Personal & Professional Integrity

Emotionally Intelligence
Has a clear set of direction
Computer/Technology Forward
Thinks outside of the box