

Town of Exeter, New Hampshire

Town Manager



EXCITING CAREER OPPORTUNITY Salary Range: up to \$180K (+/- DOQ)

The Town of Exeter, New Hampshire, is seeking an experienced, collaborative, and forward-thinking professional to serve as its next Town Manager.

Exeter is a historic New England town with a strong sense of civic engagement, a professional municipal workforce, and a commitment to transparent, responsive local government. The Town operates under an SB2 form of government and provides a full range of municipal services to a diverse and active community.

Application Deadline: February 9, 2026

To apply submit resume, cover letter, Town of Exeter application and 3 professional references to HR@exeternh.gov

Welcome to Exeter

A Historic Community. A Modern Organization. A Compelling Leadership Opportunity.

Located in New Hampshire's Seacoast region, 15 minutes from the Atlantic Ocean, the Town of Exeter offers the charm of a historic New England community paired with the services, amenities, and connectivity of a modern municipality. Encompassing nearly 22 square miles and 16,000 residents, Exeter provides an exceptional quality of life with convenient access to the broader Seacoast region and the Boston metropolitan area via Amtrak's Downeaster rail service.



2025-26 Exeter Select Board

Community Character and Quality of Life

Exeter is known for its vibrant, walkable historic downtown, scenic riverfront parkway, and strong sense of community pride. Residents and visitors enjoy a diverse mix of locally owned restaurants, shops, cultural attractions, and public spaces that reflect Exeter's balance of tradition and

thoughtful reinvestment. Recent downtown improvements—including new sidewalks, the rehabilitation of the String Bridge, and enhanced pedestrian connections to Swasey Parkway—underscore the Town's commitment to accessibility, safety, and placemaking.

The Exeter River flows through the heart of downtown before joining the Squamscott River and Great Bay, a natural feature that has shaped the Town's history and continues to define its identity. Swasey Parkway serves as a central gathering place for community events and civic life.

Rich History, Preserved and Celebrated

Founded in 1638 by Reverend John Wheelwright, Exeter is one of New Hampshire's oldest communities. Originally a mill town built around early dams, sawmills, and grist mills, Exeter retains a remarkable collection of historic architecture and sites. The downtown is home to the majestic Exeter Town Hall, constructed in 1855, and features interpretive signage highlighting significant moments in local and national

history—including the route Abraham Lincoln took when he visited Exeter and spoke at Town Hall in 1860. Historic and cultural institutions such as the American Independence Museum, Folsom Tavern, and the Ladd-Gilman House offer residents and visitors a tangible connection to some of the most important chapters in American history.



A Full-Service, Well-Managed Community

Exeter is a full-service municipality, providing residents with high-quality public services delivered by professional staff. The Town maintains full-time Police, Fire/EMS, and Parks and Recreation departments and is home to a full-service hospital, ensuring public safety, health, and wellness for the community.



The Town's Parks and Recreation Department offers a wide range of programs, events, and facilities that support an active lifestyle for residents of all ages. Recreation Park is a hub of weekend activity, hosting youth soccer, baseball, and community gatherings, while the Town's outdoor pool provides a popular summer destination for families. The Exeter YMCA, opened in 2016, further expands recreational and wellness opportunities, complemented by numerous active community sports leagues.

Education and Institutional Partners

Education is a cornerstone of the Exeter community. Phillips Exeter Academy, founded in 1781, maintains a prominent presence and contributes significantly to the Town's cultural, educational, and civic life as one of the nation's premier private secondary schools.

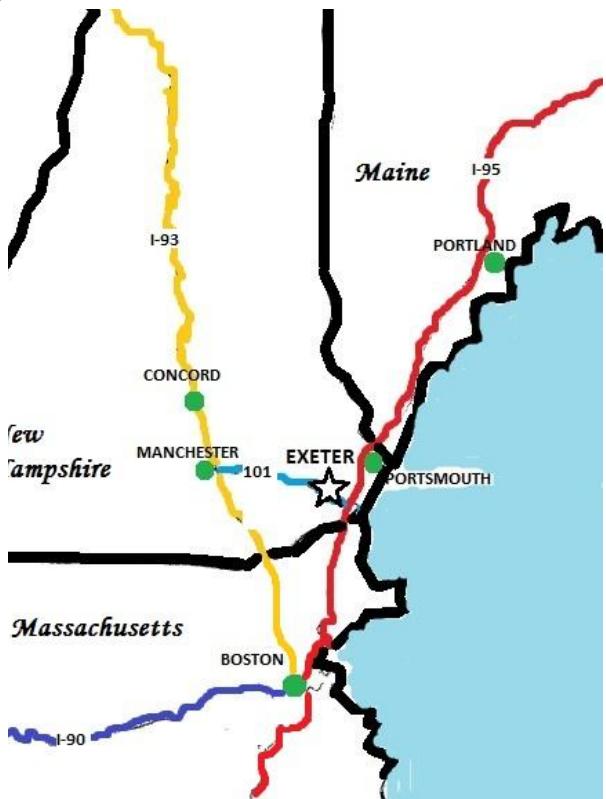
Exeter's public schools are also highly regarded. The Main Street School and Lincoln Street School serve students in grades K-5, and the Town is a member of SAU 16. Middle school students attend the Cooperative Middle School in Stratham, and high school students attend Exeter High School.



Governance and Organizational Structure

Exeter operates under an SB2 Town Meeting form of government. The five-member Select Board serves as the Town's governing body, providing policy leadership and strategic direction. The Select Board appoints numerous boards and commissions, including the Planning Board, Conservation Commission, Zoning Board of Adjustment, Heritage Commission, Historic District Commission, and several advisory committees.

In accordance with New Hampshire RSA 37, the Select Board appoints the Town Manager, who serves as the Town's chief administrative officer. The Town Manager works closely with the Assistant Town Manager and Finance Director, who together form the organization's Executive Team. Exeter values transparency, collaboration, fiscal responsibility, and strong professional management, and maintains a culture of constructive engagement between elected officials, staff, and residents.



EXETER INFORMATION

Population: 16,049

Median Age: 46.6

Median Household Income:
\$68,984

-2020 US Census

Property Tax Rate:

Town Rate 4.48/\$1,000

Total Rate 18.76/\$1,000



Financial Overview

The Town operates on a calendar fiscal year. The annual budget is developed through a collaborative process and proposed by the Budget Recommendations Committee to the Select Board each December. The FY2025 budget totaled approximately \$37.3 million, supporting general government operations, water treatment and distribution, wastewater collection and disposal, solid waste services, and capital project debt service.

New Hampshire's absence of an income or sales tax places significant emphasis on property taxation. In Exeter, property taxes account for approximately 65% of total Town revenues. Intergovernmental revenue, charges for services, and other miscellaneous revenues account for the remaining 35%.

The Town's municipal operations represent roughly 24% of the total property tax rate, with the school portion accounting for approximately 72%, and the county portion approximately 4%.

In 2025, S&P Global Ratings assigned its AA+ issuer credit rating to the Town of Exeter.

The Opportunity

Exeter offers an exceptional professional opportunity for an experienced municipal leader. The Town seeks a Town Manager who values community engagement, collaborative governance, and professional excellence—someone who appreciates Exeter’s historic roots while guiding the organization with thoughtful planning and forward-looking leadership.



With its engaged citizenry, strong institutional partners, comprehensive municipal services, and strategic location along the Seacoast rail corridor, Exeter is well-positioned for continued success. The next Town Manager will have the opportunity to lead a capable organization, work with dedicated employees, and serve a community that takes pride in its past and invests confidently in its future.

The successful candidate will have executive-level experience as a City or Town Manager, or as an Assistant or Deputy Manager, and will be skilled in high-level decision-making, fiscal stewardship, and organizational leadership. Experience working within a town meeting form of government and navigating complex policy environments is highly valued.

Exeter is seeking a progressive, collaborative, and transparent leader who values community engagement and fosters strong relationships with elected officials, staff, boards and commissions, and residents. The Town Manager must be an effective communicator who builds trust, leads high-performing teams, and promotes a positive, professional organizational culture.

A bachelor’s degree in public administration or a closely related field is preferred, along with a minimum of seven years of progressively responsible experience in municipal management, or an equivalent combination of education and relevant executive-level experience.

The salary range is up to \$180,000, with the starting salary dependent upon qualifications and experience.

COMPENSATION & BENEFITS



SALARY: The salary range is up to \$180,000 commensurate with experience.

HEALTH INSURANCE: Choice from 2 plans through HealthTrust in which the town pays either 90% or 86% depending on the plan.

HEALTH CARE BUYOUT: If an employee does not need health insurance coverage they are eligible for our health care buyout program in which the employee will receive a lump sum added to their pay bi-weekly in the amount of 30% of what the town is saving.

DENTAL: 100% paid for by the town.

LIFE INSURANCE: Exempt employees receive life insurance equal to their base salary, not to exceed fifty thousand dollars.

LONG TERM DISABILITY INSURANCE: All Department Heads are eligible for long term disability paid for by the town.

PENSION: Town Manager will be enrolled in the New Hampshire Retirement System.

EMPLOYEE ASSISTANCE PROGRAM

HOLIDAYS: 12 paid holidays per year

SICK LEAVE: Employees accrue 12 hours of sick time per month.

***VACATION:** Negotiable

PERSONAL DAYS: Employees are entitled to 3 personal days per year.





For Further Information

Potential candidates are directed to the
Town of Exeter website
at www.exeternh.gov
or to contact Kelly Correia,
HR Director at 603-418-640?.

To apply submit a resume, cover letter, Town of Exeter
Application and three professional references to
HR@exeternh.gov

