

PARIS, TEXAS

City Manager Position Profile



COMMUNITY PROFILE

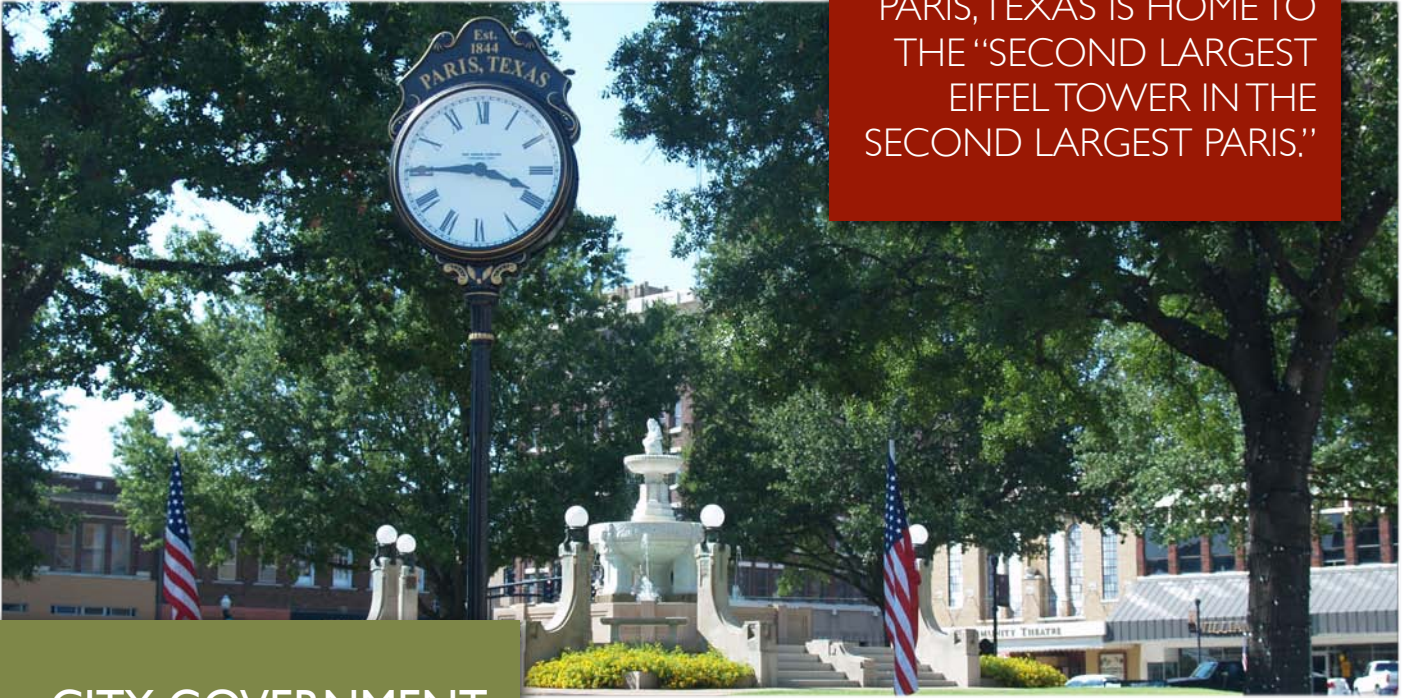
The City of Paris, Texas, with a population of over 26,000 people, is located in the Heart of Red River Valley, approximately 105 miles northeast of Dallas and is situated on the divide between the Red and Sulphur Rivers. Paris was founded in 1839 and became the Lamar County seat in 1844. Paris became incorporated in 1845 and has grown to play a major role in Texas economy within Northeast Texas. Through the years, Paris has been a railhead, farming center and a military center. Today, the community stands strong with a diverse industrial base including manufacturing, agriculture, medical, educational, tourism, business, and retail activity.

Paris received recognition in 1998 for being named “Best Small Town in Texas” by Kevin Heubusch in his book, “The New Rating Guide to Life in America’s Small Cities.” Paris is home to numerous beautiful parks that include Bywaters Park, Wade Park, Leon Williams Park and Lake Gibbons. Rich in culture and recreation, Paris is also home to Lake Crook and Sam Bell Maxey State Historic Structure and the renowned “Tour de Paris” bike race held every summer. The Paris Municipal Band, formed in 1923, is the oldest municipal band in Texas. Summer concerts are located in the historic district at Bywaters Park, across from the Paris Public Library.

Lamar County has a total of five independent school districts. These districts have five high schools, four middle schools, ten elementary schools and graduate over 650 students annually. The districts also offer a Head Start Program, an Even Start adult program, as well as a Pre-K program. Special Education includes classes for the deaf, visually handicapped, and severely handicapped. Classes are also available for the gifted child. Some vocational programs at the secondary level include auto mechanics, auto body repair, health occupations, construction trades, office education, agriculture, home economics, and cosmetology. Paris has two Non-Denominational Christian private schools. Trinity Christian Academy provides education for Kindergarten through 12th Grade classes using the nationally recognized ABeka curriculum. The Ralph Rogers Academy - School of Excellence is a licensed daycare through 12 years of age. Paris is also home to Paris Junior College, and Texas A&M - Commerce is located only 40 minutes away.



PARIS, TEXAS IS HOME TO
THE "SECOND LARGEST
EIFFEL TOWER IN THE
SECOND LARGEST PARIS."



CITY GOVERNMENT

The City of Paris has a Council-Manager form of government, vesting the responsibility for daily operations in the City Manager. The City Manager is appointed by and serves at the pleasure of the City Council, which is the governing body responsible for setting policy. The City of Paris has seven single member districts and the members of the City Council shall serve not more than three two-year terms in succession.

POSITION PROFILE

The City Manager is appointed by and reports to the City Council. The City Manager is the chief executive officer of the City and is responsible for implementation of Council policies and objectives, code of ordinances, administration of the adopted budget, and the provision of service to the citizens of Paris. The City Manager appoints and directs all City Employees except those appointed by the City Council. The City Manager oversees 10 directors and 27 departments and an annual operating budget of over \$21.5 million, as well as \$9.5 million for water and sewer.



POSITION PROFILE, CONTINUED

The City Manager is a highly visible position within the community. As an enthusiastic public servant and recognized leader in the community, the City Manager should demonstrate the utmost personal and professional honesty, integrity, and adhere to the highest ethical standards. He/she should also have the ability to build consensus among differing viewpoints, be diplomatic, and be politically astute but apolitical.

The City Council is seeking a strong and competent leader, visionary, and common sense decision maker who is effective at leading and has a reputation as progressive and innovative. The successful candidate must have exceptional interpersonal skills, strong analysis skills, and the ability to make difficult decisions in a timely manner.

Effective communication skills are a top priority. This is inclusive of regular, open and effective communications with the Mayor and Council as well as the media and City of Paris citizens. In addition, the new City Manager should have an awareness of and commitment to leading edge technology and economic development. The successful individual will have the ability and knowledge to work effectively with the Paris Economic Development Corporation for the betterment of the overall community. He or she must be committed to work effectively with other governmental entities, such as school districts, County, State and Federal agencies.

The City Manager will be asked to work with the City Council in developing a 2, 5, and 10 year Strategic Plan within the first year of employment. This Strategic Plan is a high priority with the City Council.

The City Manager should be approachable, honest, and fair, and possess an open and inclusive management style. The ideal candidate will have a strong commitment to developing future leaders within the organization and the ability to motivate and encourage employees to perform at their highest potential. He or she should have the ability to delegate effectively, hold employees accountable, and recruit and retain highly qualified employees. The successful candidate should be a good listener, a team builder, and a team player committed to excellence.

EDUCATION AND EXPERIENCE

The successful candidate should have a Bachelor Degree in an appropriate field, preferably Public Administration with a minimum of 10 years progressively responsible experience in municipal operations. A Master's Degree is desirable. Significant experience in a smaller city as City Manager or a larger city as an Assistant City Manager is preferred. Private industry experience may qualify based on bona fide, demonstrated experience.





COMPENSATION AND BENEFITS

The starting salary for this position will vary depending on qualifications and experience. The City participates in the Texas Municipal Retirement System (TMRS) at the six percent employee deposit rate with a municipal matching ratio of 2:1. A full range of leave and insurance benefits is also provided.

APPLICATION PROCESS

To apply for this position, please email cover letter and resume to:

Chester Nolen
Strategic Government Resources
Chester@GovernmentResource.com
817-659-8495



This position is open until filled. Please visit www.GovernmentResource.com for the review status of this position. The City of Paris is an Equal Opportunity Employer and values diversity in its workforce. Applicants selected as finalists for this position will be subject to a comprehensive background check.

