



EXECUTIVE DIRECTOR
OF ECONOMIC DEVELOPMENT

DICKINSON, TEXAS

EXECUTIVE SEARCH PROVIDED BY STRATEGIC GOVERNMENT RESOURCES

ABOUT THE DEDC

The Dickinson Economic Development Corporation (DEDC) was created as a 4(B) nonprofit corporation under The Development Act of 1979 on December 11th, 1998. The DEDC is governed by a board with 7 members appointed by the Dickinson City Council. Members serve staggered two-year terms. The DEDC collects approximately \$1.8M in sales tax yearly.



ABOUT THE POSITION

The Executive Director of Economic Development is responsible for planning and directing all economic development activities of the DEDC. Through business recruitment, retention, and expansion initiatives, this position generates programs, oversees projects, and markets the City of Dickinson to augment its business climate to expand the City's commercial base.

The Executive Director is tasked with the following:

- Business retention and expansion, including conducting sales calls on existing Dickinson companies, real estate brokers, and other stakeholders
- Business attraction, including working with real estate brokers, site selection consultants, and others to identify prospective target companies and to promote Dickinson as an ideal location
- Relationship building with other economic development partners such as chambers of commerce, the Governor's Office, and the Texas Community College System, as well as local school districts, federal agencies, import/export organizations, and workforce training providers in order to better serve the needs of Dickinson companies, existing or prospective

ABOUT THE POSITION CONTINUED

- › Maintenance of community demographic information including site/building availability, wages, taxes, labor force data, transportation, educational attainment, electric rates and consumer demographics
- › Development of target marketing initiatives, including electronic and hard copy material, for community promotion and targeted campaigns
- › Land and building development for manufacturing, working resourcefully with private and public entities to develop and redevelop scarce land resources for manufacturing and commercial uses
- › Forge strong bonds between the DEDC, the City, and both existing and prospective commercial constituents
- › Represent the DEDC and the City at local, regional, and national events and functions
- › Work with the City to promote tourism

This position requires the ability to create, present, implement, and manage programs, agreements, and project initiatives that foster economic growth and vitality. The Executive Director serves as an important liaison between the DEDC and the City Council and provides supervision and direction to assigned staff. Work must be executed with confidentiality, minimum supervision, and independent judgement. The Executive Director is the Economic Development department head and an employee of the City of Dickinson with City benefits. The Executive Director's performance will be evaluated by the DEDC Board of Directors, with input from the City Administrator.



ISSUES AND CHALLENGES



The primary focus of the DEDC has been to launch a public market in the heart of Dickinson. The proposed plan is a self-sustaining 25,000-40,000 square foot building that will create a community gathering place, an economic engine for Dickinson, and a regional destination. The market's tenants will include stores, stalls, carts and day tables focusing on fresh foods, prepared foods and restaurants, handmade crafts, and festivals. The capital expenditure for the Market is expected to be between \$8-11 million.

Land has been acquired across from City Hall to spur the creation of the downtown that Dickinson never had, and the possibilities to utilize the surrounding sites to create additional home sites, multifamily, office, and entertainment opportunities are tremendous. Part of the vision is to capitalize on the beautiful Dickinson Bayou and create a boat-connected experience between three to four entertainment/restaurant areas.

The Executive Director will need to continue to refine the corporate governance of the organization. This includes policies, practices, and processes required for the organization's operation. The selected candidate will be tasked with creating a corporate governance framework which balances the various interests of many stakeholders. The corporate governance framework will be required in order to attain the organization's mission and objectives, while creating oversight and accountability.

The selected candidate will be expected to promote compatible, sustainable, and high-quality residential growth, business development, industry, and tourism. Ensuring that City policies and personnel are truly development, business, and visitor friendly without compromising quality or public safety will be important. To be successful, the Executive Director must have advanced planning and economic development skills with experience in community branding, marketing, targeted recruitment, incentives, development negotiations, and public-private partnerships.

IDEAL CANDIDATE

The DEDC is seeking a self-starting, go-getting, and results-driven economic development professional with an outgoing personality, exceptional interpersonal skills, and a “no surprises” management style who can help the City achieve its economic development goals and objectives. The Executive Director, a proven performer in all areas of economic development, will be a creative, ethical, transparent, collaborative, steadfastly strategic, visionary, but grounded, leader who inspires and motivates others by example.

The ideal candidate will have an understanding of local and regional markets, experience leading an economic development program, and a demonstrated ability to work with local developers to assist them in achieving their development visions and ensure they are consistent with the long-range plans of the City. The Director will connect with state, regional, and local partners and should have a working knowledge of economic development packages which traditionally accompany significant, highly desirable commercial and industrial developments.

The Director must have a comprehensive understanding of ways in which local governments can assist development projects, ranging from planning, infrastructure, permitting, leveraging state and local incentives, and ensuring projects remain on track. The selected individual should be skilled in coordinating the work of consultants in economic development studies and in evaluating return on investment strategies as part of assessing the City’s incentives for development projects that meet the City’s targeted economic development objectives.

The successful candidate will have a proven track record of community marketing and continually promoting good community relations by collaborating with citywide associations and boards to coordinate and integrate initiatives which impact economic development within the City. The Executive Director will be a visible and active member of the community, maintain involvement with volunteer groups that support economic development in the area, and regularly attend economic development conferences and meetings with other public officials and professionals.

Dickinson’s Executive Director will skillfully guide the DEDC Board of Directors through the decision-making process. The ideal candidate will communicate directly and frankly, but always positively and respectfully. Gaining an understanding of the Board’s preferred method of receiving information and fully informing its members in the most appropriate and timely manner will be important. Creating a close, positive, trusting, productive, and lasting relationship with all members of the Board of Directors, City Council, and City Administrator will be paramount.

The City seeks a highly strategic thinker with skills in planning, development, redevelopment, and economic development. Building a close working relationship with the Dickinson business community and ensuring that City plans, policies, and personnel are development and business friendly will be on-going priorities. Ideally, the person selected will be a highly effective negotiator and mediator who is able to build consensus and forge strategic partnerships, internally as well as externally.



EDUCATION & EXPERIENCE

A bachelor's degree from an accredited college or university in business, marketing, economics, public administration, or a related field is required. A master's degree is preferred. A minimum of five years of full-time, progressively responsible state, regional, or local government economic development experience is required. Professional certification is preferred.

THE COMMUNITY

Dickinson, Texas, is situated on the beautiful Dickinson Bayou in Galveston County. The City sits midway between the cities of Houston and Galveston along Interstate 45 and is located between League City, Texas City, Alvin, and Bacliff. Dickinson offers its 20,359 residents a high quality of life in a community with a small-town feel and convenient access to the attractions and amenities of a major urban center with culture, recreation, shopping, and dining for almost any taste.

With a total land area of 10.3 square miles, 70% is residential and about 8% is commercial development. Dickinson's major employers are the Dickinson Independent School District, Galveston County Water Control and Improvement District No. 1 (WCID#1), and the Texas Parks and Wildlife Department. The City has great connectivity and is easily accessible via Interstate 45, Hughes Road, FM-517 and 646, and Highway 3. Recreational amenities include youth baseball fields and a county-maintained boat dock.

The educational needs of the majority of Dickinson students are met by the Dickinson Independent School District, with some students attending schools in the Santa Fe Independent School District. Charter, private, and parochial schools are available within the community. For those seeking higher education opportunities, the College of the Mainland is located in adjacent Texas City, and a number of private and public universities are in the greater Houston area, including several nationally-known research universities and medical centers.

The median income for households in Dickinson is estimated at \$68,300. The median home value is \$172,500. Dickinson home values have gone up 11.4% over the past year and are forecasted to rise 3.6% within the next year.



CITY GOVERNANCE & ORGANIZATION

The City of Dickinson operates under the mayor-council form of government. The City Council is composed of six Council members and the Mayor, who are all elected at-large. The Council appoints a professional city administrator who acts as the chief administrative officer for the city government. The City has 77 full-time and 36 part-time employees.



COMPENSATION AND BENEFITS

The starting salary range for this position is \$100,000 to \$125,000, depending on qualifications and experience. The City participates in the Texas Municipal Retirement System (TMRS) at a 7% employee deposit rate with a municipal matching ratio of 2:1. A comprehensive benefits package is also provided.



APPLICATION PROCESS

Please apply online at: <http://bit.ly/SGRCurrentSearches>

For more information on this position contact:

Mike Tanner, Senior Vice President

Strategic Government Resources

miketanner@governmentresource.com

361-813-3707



This position is open until filled. To view the status of this position, please visit:
<http://bit.ly/SGRCurrentSearches>

The City of Dickinson 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.

RESOURCES

City of Dickinson
ci.dickinson.tx.us

Economic Development
ci.dickinson.tx.us/405/Economic-Development

Dickinson Public Market
gulfcoastpublicmarket.com

Chamber of Commerce
dickinsontxchamber.com

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