PUBLIC WORKS DIRECTOR

McKinney, Texas

EXECUTIVE SEARCH PROVIDED BY

SGR
McKinney has a unique, rich, and diverse spirit with a vibrant present and promising future. Located along Interstate 75 in the northeastern corner of the Dallas-Fort Worth Metroplex, McKinney is just 30 minutes north of downtown Dallas and is the seat of Collin County. McKinney’s many unique assets include rolling terrain and a lively historic downtown centered around the former Collin County Courthouse - now the McKinney Performing Arts Center. The McKinney National Airport, a full-service general aviation airport, is home to many of the largest and most active corporate flight departments in the region.

McKinney has experienced tremendous population growth over the last three decades and has been recognized as one of the fastest-growing cities in the nation with populations over 100,000. The current population of more than 195,000, is expected to continue to grow to over 350,000 before it is completely built out. The city has preserved its hometown personality and appeal by investing in parks, recreation areas, and well-planned open spaces. During this period of explosive growth, McKinney has maintained a close sense of community and its historic downtown remains its crown jewel as city-wide events, local businesses, and restaurants thrive in its unique ambiance.

McKinney attracts leading businesses representing manufacturing, logistics, energy, aviation, and software development that succeed jointly alongside locally owned enterprises. Some of the larger and national-employers in the city include Raytheon Space and Airborne Systems, Wistron GreenTech, Globe Life, Inc., and Emerson Process Management. Local businesses include Encore Wire, Independent Financial, and McKinney Independent School District. Shopping in McKinney is as diverse as its business sector from boutiques in historic downtown to a wide variety of modern retail offerings.

The city’s “Unique by Nature” brand promotes McKinney’s natural assets of rolling hills, parks, streams, and lakes. Recreational opportunities abound and include the incomparable TPC at Craig Ranch golf course, home to the 2021 AT&T Byron Nelson golf tournament, part of the PGA Tour. Enticing hike and bike trails comfortably meander through the lush natural scenery found throughout the city.

From stately homes in the Historic District to the magnificent homes of Stonebridge Ranch, McKinney’s varied residential neighborhoods retain a stable median home value of $349,567. McKinney continues to attract new home developers which assures a diverse selection for homebuyers.

The highly-rated McKinney Independent School District, as well as excellent area private schools, provide quality education to over 24,500 students in grades K-12. For those seeking higher education, McKinney is home to Collin College and to branches of the University of North Texas, Texas Tech, Texas Women’s University, Texas A&M-Commerce, and the University of Texas at Dallas at the Collin Higher
Education Center. McKinney residents enjoy world-class medical facilities such as Medical City McKinney, Baylor Scott & White Medical Center, and PrimaCare Medical Center for urgent care needs.

Residents have access to entertainment and cultural amenities including the Heard Natural Science Museum and Wildlife Park, Historic Downtown McKinney, the Towne Lake Recreation Area, and Bonnie Wenk Park. There is a plethora of opportunities to participate in the city’s many local festivals and events. With easy access and proximity to the Dallas/Fort Worth Metroplex, residents and visitors alike can experience a wide variety of cultural and entertainment offerings and amenities.

GOVERNANCE & ORGANIZATION

Utilizing forward-thinking management, the City of McKinney is devoted to comprehensive and strategic development designed to improve the quality of life for its residents. The proposed FY2021 budget is $641 million, and the proposed property tax rate is $0.508645 per $100 of valuation.

McKinney has a council-manager form of government with home rule status. The City Council consists of seven members, four members who are elected from districts, and two, plus the Mayor, who are elected at-large. All members are elected to four-year terms, with a limit of two terms per office. The City Council appoints the City Manager, City Attorney, and the Municipal Judge. The City Manager is the chief executive for the organization and leads a highly dedicated professional staff, including three Assistant City Managers.

Working for the City of McKinney is more than a job. It is an opportunity to make a meaningful difference in the lives of others. It is also an opportunity to participate in the development of one of the fastest-growing communities in the nation.

City of McKinney employees work hard at a very fast pace and look out for each other. Employees are guided by four employee-generated values: Respect, Integrity, Service, and Excellence (RISE). Servant-based leaders encourage staff members to foster and support a healthy, family-oriented culture. All new employees are expected to embrace and live by the four core values and commit to sustaining an exceptional work environment.
ABOUT THE DEPARTMENT

The mission of the Public Works Department is to operate and maintain McKinney’s essential infrastructure and services through solutions that exceed expectations. Operating with more than 200 employees, the department is comprised of five divisions: that include public facilities maintenance and fleet services, street and stormwater maintenance, solid waste and recycling, water and wastewater, and education and public outreach. Each year the department is responsible for maintaining 715 miles of streets and 75 miles of alleys, 1,000 miles of water line and 728 miles of wastewater collection system, and services 820 city vehicles as part of its fleet services operations.

The Public Works Department plays a central role in meeting the needs and quality of life standards of McKinney citizens and businesses. The city is one of the fastest-growing municipalities in the country. This growth brings both benefits and challenges, and a critical component of managing the city’s growth is providing adequate infrastructure and facilities to support the community.
ABOUT THE POSITION

The Public Works Director reports to the Assistant City Manager who oversees Public Works, Parks & Recreation, Information Technology, and Human Resources. The successful candidate will be a passionate servant leader with significant experience in a large local government organization. They should possess the technical skills to direct the planning, operation, and maintenance of the city’s public infrastructure and service delivery of the Public Works Department.

Position requirements include:

- Ability to produce desired work outcomes, including quality, quantity, and timely delivery through the appropriate allocation of resources, including funds and personnel, while remaining flexible and adaptable, especially during times of change. An emphasis should be placed on maintaining and improving employee safety and well-being at all times, including during the current COVID-19 pandemic.

- Ability to analyze and solve budgetary, administrative, and management problems; with employee input as well as to prepare and interpret data, including a variety of advisory and design data and information, such as engineering plans and drawings, construction plans and specifications, regulatory agency rules and regulations, vehicle maintenance and fuel reports, and period after reports.

- Ability to work collaboratively and deal with both concrete and abstract variables requiring complex planning for interrelated activities that may span one or several departments.

- Thorough knowledge of contracts and engineering construction documents.

A high priority will be placed on implementing CityWorks, the city’s new work order management system, as well as completion of a five-year staffing and succession plan to ensure continuity during anticipated retirements in the department over the next three to five years.
IDEAL CANDIDATE

The City of McKinney seeks a forward-thinking, innovative Public Works Director who is passionate about public service to provide sound leadership for the city’s Public Works Department. The ideal candidate will be a steadfastly strategic leader and creative problem-solver with the ability to identify objectives, determine plans to meet those objectives, and lead the department in executing the operations to achieve those objectives.

The city has undertaken a commitment to the principles of High Performing Organizations (HPO) and employee empowerment. It will be of the highest importance that the next Public Works Director believe in the principles of HPO and the city’s core values of Respect, Integrity, Service, Excellence (RISE).

Attributes of the successful candidate include:

- A commitment to the vision, values, and leadership philosophy of the City of McKinney and the community it serves, including providing high quality services that meet the needs and expectations of elected officials, city management, citizens, and other stakeholders.

- An inclusive, collaborative leadership style and an engaging, confident interpersonal style that acknowledges and respects the roles of all parties—from the general public to the City Council, as well as city staff, and other stakeholders; and strong interpersonal and presentation skills to communicate effectively to internal and external audiences at every level, including non-engineers, both verbally and in written communications.

- Knowledge and experience working with the departmental operations of a high-demand, high-performance municipal organization, recognizing the real challenges in the field and committed to improving service delivery. They should be aware of and stay abreast of new technologies to ensure best practices are being instituted and followed.

- An ability to manage people effectively by fostering a culture of service and success. This includes presenting a management style and persona that is professional in all respects, that is present and approachable to the City Council, other directors, employees, and the public. This includes assigning departmental responsibilities for tasks and decisions, setting clear objectives and performance measures, monitoring and assessing progress, and providing feedback on a regular basis.

- A successful record supervising and mentoring staff and teams, including professional and leadership development, to encourage public service and community engagement to build credibility.

- Strong business acumen, with demonstrated abilities and experience developing and managing departmental and capital improvement plan budgets, as well as a familiarity with the appropriate use of multiple funding sources.

- A high degree of political sensitivity in all matters, without becoming political, while pursuing ways to improve service delivery for the department rather than accepting the status quo or succumbing to pressures, whether inside or outside the city.

EDUCATION & EXPERIENCE

The Public Works Director position requires a bachelor’s degree in civil engineering, public administration, or a closely related field from an accredited college or university. Ten years of experience in municipal administration management and public works operations, plus experience and knowledge of engineering practices and principles, is also required. A master’s degree in public administration, engineering, planning, or a closely related field is preferred. Professional Engineering certification and experience/training in the principles of HPO are highly desired.

Additional qualifying education or experience that provides the necessary knowledge, skills, or abilities may be considered as a substitution, one for the other on a year-for-year basis.
COMPENSATION & BENEFITS

The compensation range for the Public Works Director position is $119,567 - $173,312. Employee benefits include medical, dental, and vision insurance, a phone allowance, vacation and sick leave, paid holidays, a personal day, wellness program, life insurance, employee assistance, flexible spending, long-term disability, longevity pay, and a tuition reimbursement program.

The retirement plan, provided through the Texas Municipal Retirement System (TMRS), includes a 7% employee contribution with an employer matching rate of 2:1. Deferred compensation includes a 457 plan.

APPLICATION PROCESS

Please apply online at http://bit.ly/SGROpenRecruitments

For more information on this position contact:
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469-450-4442

The City of McKinney is an equal opportunity employer (EOE) committed to an alcohol/drug free workplace and to providing equal opportunities regardless of age, race, color, gender, religion, national origin, marital status, veteran status, disability, or any other legally protected status.

RESOURCES

City of McKinney
www.mckinneytexas.org

Economic Development
www.uniquemckinney.com

McKinney Chamber of Commerce
www.mckinneychamber.com

City of McKinney Planning Department
www.mckinneytexas.org/planning

City of McKinney Comprehensive Plan
www.mckinney.texas.org/compplan

Visit McKinney
www.visitmckinney.com

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