



# DIRECTOR

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## OF PUBLIC WORKS



**CITY OF WACO**



## THE COMMUNITY

Brimming with Texas history, economic opportunities, and cultural experiences, Waco, Texas, is ideally situated along the I-35 corridor, 90 miles south of Dallas and 100 miles north of Austin. This progressive and diverse city offers major attractions, museums, recreation, and abundant shopping to more than 130,000 residents. Waco is the 25th largest city in Texas and the county seat of McLennan County.

Waco is commonly referred to as “one of Texas’ best-kept secrets” and enjoys a vibrant community spirit in a centrally located and easily accessible region. The Huaco Indians settled on the banks of the Brazos River in the late 1700s and Waco was founded in 1849. The peaceful tribe believed the spring-fed waters held the magical protection of the Indian Spirit. Historically, the City has been a trade and agricultural center for the Central Texas region. The iconic Waco Suspension Bridge is a timeless symbol of Waco’s role in the historic cattle drives that helped shape the frontier Texas economy.

The City continues to prosper economically due to a tradition of progressive water resource planning and a qualified technical and professional workforce. Its location between the three largest cities in the state creates a prime location as a distribution center. Waco is fortunate in that the community’s prosperity is not tied to the fluctuations of the oil and gas industry nor was the City plagued by the real estate crisis of the 1980s. Waco’s main economic base is derived primarily from manufacturing,

educational services, and tourism. The City is proud to have recently received a Tourist Designation. A recent report ranked Waco as the number four area in Texas for economic growth within the next several years.

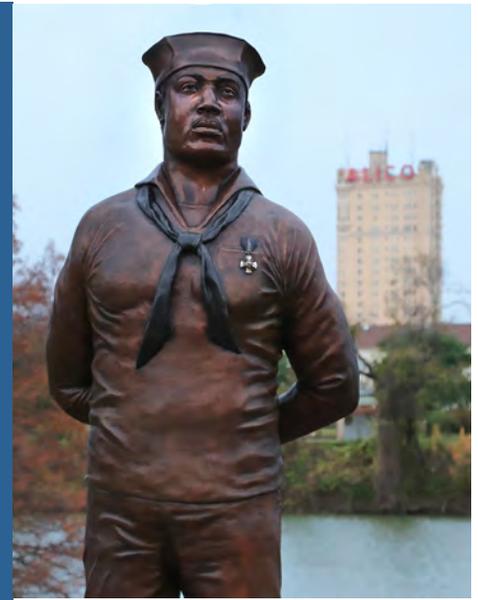
From local art and theater in the City’s downtown cultural arts district to annual events, including the Brazos Nights concert series and seasonal and holiday activities, there is always something to see and do in Waco. The City boasts the 416 acre Cameron Park, featuring award-winning Cameron Park Zoo, Waco Mammoth National Monument, Waco Symphony Orchestra, and Waco Hippodrome Theatre. The Magnolia Market at the Silos, started by Chip and Joanna Gaines, covers two-and-a-half acres and offers unique shopping and dining options for the whole family.

Outdoor enthusiasts enjoy access to 60 parks and abundant areas for biking, hiking, and rock climbing. A haven for nature lovers, the Lake Waco Wetlands was created when Lake Waco was raised by seven feet to create an additional 20,000 feet of water to serve the community. The addition of the project’s Research and Education Center has resulted in an important living laboratory for research, education, and recreation. History buffs from all over enjoy The Texas Ranger Hall of Fame and Museum, the official State museum of the legendary Texas Rangers law enforcement agency, known worldwide for its collection of firearms, badges, memorabilia, and a research library and archives.

## THE COMMUNITY — CONTINUED

Educational needs in the Waco area are served by Waco ISD, Midway ISD, China Spring ISD, LaVega ISD, and Bosqueville ISD. Those interested in pursuing higher education have many opportunities within the Waco city limits, including the nationally ranked Baylor University, McLennan Community College with the University Center, and Texas State Technical College-Waco. Additionally, the highly ranked University of Texas-Austin and Texas A&M University-College Station are a short commute away.

The average household income in Waco is \$46,662, and the average home price is \$167,700. With competitive average incomes and abundant, affordable housing opportunities, Realtor.com listed Waco as having the “hottest” real estate market in the United States.



## GOVERNANCE AND ORGANIZATION

Waco is a home rule city with a council-manager form of government. The City Council is comprised of a Mayor, elected at-large, and five City Council members representing single-member districts, all serving two-year terms. The City Council sets the tax rate, approves the budget, appoints members to City boards and commissions, enacts City ordinances, and appoints the City Manager, City Attorney, City Secretary, and Municipal Court Judge.

The City Council, City Manager, and staff conceptualize and prioritize strategic planning for Waco's growth. A consistent priority is the efficient delivery of quality products and services to citizens and visitors. One of the organization's top goals is upgrading the City's aging infrastructure as Waco continues to grow both residentially and commercially. The City provides a full range of municipal services including Airport, Animal Services, Building Inspection, Code Enforcement, Convention and Visitors Bureau, Disaster Management, Housing and Economic Development, Fire, Public Health, Library, Municipal Court, Parks and Recreation, Planning, Police, Public Works, Transit, Utilities, Zoo Operations, and Texas Ranger Hall of Fame.

The City has a strong Financial Management Policy that guides the operation and delivery of quality City services, contributes to excellent AA+ and Aa1 bond ratings, and maintains an 18% unassigned fund balance reserve. The City of Waco has more than 1,599 employees and an FY 18-19 General Fund revenue budget and utilization of fund balance of \$141,920,529. The property tax rate is \$0.776232 per \$100 of valuation.





# THE IDEAL CANDIDATE

The City of Waco seeks an innovative, results-driven Director of Public Works to provide sound leadership for the City's Public Works Department. The ideal candidate will be a creative and strategic leader of high integrity who embraces a customer service philosophy. The ideal candidate will be a seasoned professional who is committed to improving service delivery through the implementation of best practices.

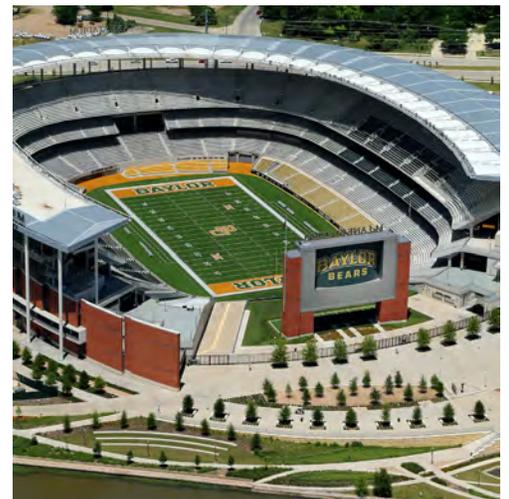
The selected individual will have strong technical knowledge and field experience in all areas of Public Works Operations. The new Director of Public Works will be a dedicated leader who is passionate about providing the highest quality services possible and will place a high priority on increasing effectiveness and efficiency to meet customer needs. Strong multi-tasking, decision-making, and project management skills are essential to ensure projects meet high quality standards and are completed in a timely manner. An ability to remain calm and productive under pressure and adapt easily in a rapidly changing environment is required.

The new Director of Public Works will be skilled in financial management and budget administration. Ensuring compliance with federal, state, and local regulations is a critical component of the operational duties of this position. The chosen individual will have broad knowledge of **engineering design, development, water and stormwater management, traffic operations, solid waste programs and projects and Geographic Information Systems (GIS)**, as well as related environmental and regulatory requirements.

The new Director of Public Works will be a manager and mentor who will lead by example, instilling a sense of ownership and accountability throughout the division and motivating all employees to deliver a high level of service to citizens. The Director will be appreciative of employee contributions and open-minded to suggestions. The chosen candidate will be comfortable working in a very diverse work environment and will encourage collaboration and unite employees with a shared sense of purpose. The ideal candidate will possess excellent interpersonal communication and presentation skills and must be able to communicate effectively, both verbally and in writing, with engineers and non-engineers. The Director will be a leader who is eager to find new ways to engage the community is flourishing in Waco.

## NOTABLE INFORMATION:

- Ongoing Street Pavement Management Program
- Continue to improve development review process
- Total annual budget of \$34,574,262 and 183.34 full-time employees





## EDUCATION AND EXPERIENCE

The selected candidate must hold a bachelor's degree in engineering or a related degree, and (7) seven years of work experience in engineering design, project management, civil engineering, or a related field, preferably in the public sector. Registration as a Professional Engineer by the Texas State Board of Professional Engineers is preferred. Candidate must possess a valid Texas driver's license.

## COMPENSATION AND BENEFITS

The City of Waco offers a competitive salary dependent on qualifications and experience.

## APPLICATION PROCESS

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

For more information on this position contact:

**Larry Bell, Senior Vice President**  
Strategic Government Resources  
[LarryBell@governmentresource.com](mailto:LarryBell@governmentresource.com)  
325-669-3671

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

The City of Waco 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 Waco  
[www.waco-texas.com](http://www.waco-texas.com)

Waco Chamber of Commerce  
[www.waco-chamber.com](http://www.waco-chamber.com)

