

Nacogdoches

the oldest town in Texas



CITY MANAGER

NACOGDOCHES, TEXAS

EXECUTIVE SEARCH PROVIDED BY STRATEGIC GOVERNMENT RESOURCES



The Community

With a population of 33,614, Nacogdoches, Texas, covers 27.01 square miles and is the county seat of Nacogdoches County. The City is a vital transportation, business, university, and tourism center situated in East Texas and the Texas Forest Country. Nacogdoches is located right at the intersection of the historic El Camino Real de los Tejas and the La Calle del Norte and is approximately 140 miles northeast of Houston, 90 miles southwest of Shreveport, and 160 miles southeast of Dallas. The City is considered one of the most historic towns in Texas, and its rich heritage still attracts visitors from around the world, as it did in the 1800s when Nacogdoches was considered the gateway to Texas.

Today, the City has something for everyone, from historical sites and museums to parks and trails. Nacogdoches offers residents an exceptional quality of life in a beautiful setting. Original brick streets pave the downtown historical district. Nacogdoches continues to grow with a big city attitude while maintaining its small town charm. The City offers cutting edge technology but retains a personal touch toward citizens and business.

Located in the heart of Nacogdoches is the campus of Stephen F. Austin State University (SFASU). Covering more than 400 acres, SFASU is home to more than 13,000 full and part-time students and offers a comprehensive education at undergraduate, graduate, and doctoral degree levels. Programs are offered through the School of Applied Arts and Sciences, Business, Education, Fine Arts, Forestry, Liberal Arts, and Science and Mathematics. SFASU has built a State of the Art Technical Education Training Center on campus, and the Azalea Garden acreage on the SFASU campus is the largest display of azaleas in Texas.

In addition to being an educational and regional medical hub, Nacogdoches County ranks 8th out of 254 Texas counties in agricultural production. The Nacogdoches Economic Market consists of seven counties with a total population of more than 300,000. Nacogdoches is situated 120 miles north of Houston's George Bush Intercontinental Airport on US-59 (the future Interstate 69), a dual lane, divided highway that connects Houston with I-20 at Longview. The City is also served by Union Pacific Railroad. The top five major employers in Nacogdoches are SFASU, Pilgrim's Pride, Nacogdoches Independent School District, Nacogdoches County Hospital District, and Etech, Inc.

THE COMMUNITY CONTINUED

The Nacogdoches ISD serves nearly 6,500 students across 10 campuses in grades Pre-K through 12. Students enjoy a variety of athletics and special activities, including baseball, basketball, cross country, football, golf, powerlifting, soccer, softball, swim, tennis, track and field, and volleyball. Private school options in Nacogdoches include Christ Episcopal School, First United Methodist Church Preschool, Fredonia Hill Baptist Academy, Nacogdoches Christian Academy, Regents Academy, and SFASU Early Childhood Lab. Higher education opportunities can be found at Stephen F. Austin State University and Angelina Junior College, located in nearby Lufkin.

Nacogdoches has a median household income of \$34,327 and a median home value of owner occupied units of \$137,300 per a 2013-2017 American Community Survey.

Governance and Organization

Nacogdoches operates under the council-manager form of government. The City Council consists of five members: a Mayor, who is elected at-large, and four City Council members, elected from individual wards. Members serve two-year terms with no limit. The City Manager reports to the City Council and serves as the Chief Executive Officer of the municipality. The current City Manager has been with the City for 16 years.

The City has received the GFOA Certificate of Achievement for Excellence in Financial Reporting for more than 10 years, as well as the Scenic City Award. The Chamber of Commerce also received an award for being one of only 58 Chambers in the State of Texas to be rated as 4 Star Accredited.

Nacogdoches has a total fiscal year budget of \$67,879,000, a total of 347 employees (324 full-time and 23 part-time), and an ad valorem tax rate of \$0.6140 per \$100 valuation.



Ideal Candidate

The City of Nacogdoches seeks a collaborative, results-driven, and steadfastly strategic municipal manager to serve as its new City Manager. The selected individual must be passionate about public service, enthusiastic about being a part of this growing community, and dedicated to helping the City achieve its vision. The ideal candidate will be able to unite the organization with a shared sense of purpose and inspire and motivate others by example.

The chosen candidate should be a creative and forward-thinking individual who is willing to think outside the box while also respecting tradition. An innovative thinker who can bring fresh ideas to the development of all wards within the City will be successful. The City places a high value on diversity in the workplace, and the new City Manager must be able to promote teamwork and fully articulate expectations within the organization and with community partners.

The City seeks a candidate with excellent interpersonal skills who can communicate directly and frankly, but always positively and respectfully. The successful candidate will be an open-minded consensus builder who can strengthen community relationships and forge strategic partnerships within the area and the region with small towns and large cities that support the sustainable growth of Nacogdoches. A candidate who is able to work well with all members of the community, including business owners and developers, is desired. The person selected will be politically savvy, but never political, and must be able to maintain positive, trusting, and highly productive relationships within and outside the organization.





Education and Experience

The selected candidate must hold a bachelor's degree in public administration, business administration, or a related field and have five to seven years of experience in executive leadership in a city that is similar in size to Nacogdoches (with a population of approximately 33,000). A master's degree and seven to ten years of experience as a manager in a mid-size city are preferred. Consideration will be given to applicants with comparable education and management experience in larger organizations and/or corporations.

Residency within the City is a requirement for this position, but the candidate will have up to six months to find housing.



Compensation and Benefits

The City of Nacogdoches offers a highly competitive salary, depending on qualifications and experience. A comprehensive benefits package is also provided, including tenure pay. The City participates in the Texas Municipal Retirement System (TMRS) at a 7% employee deposit rate with a municipal matching rate of 2:1.



Application Process

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

For more information on this position contact:

Ron Holifield, CEO
Strategic Government Resources
Ron@GovernmentResource.com
214-676-1691



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

The City of Nacogdoches is an Equal Opportunity Employer. Applicants selected as finalists for this position will be subject to a comprehensive background check.

ONLINE RESOURCES

City of Nacogdoches
www.ci.nacogdoches.tx.us

Economic Development Corporation
www.nedco.org

Nacogdoches County Chamber of Commerce
www.nacogdoches.org

Comprehensive Plan
www.ci.nacogdoches.tx.us/895/Comprehensive-Plan

Convention and Visitors Bureau
www.visitnacogdoches.org

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