



New Municipal Building/City Hall. Scheduled completion December, 2025.

# CITY MANAGER

Aledo, Texas



**Are you a strategic and community-minded municipal leader who can guide a fast-growing city through a period of exciting transition?** If so, apply to be Aledo's next City Manager!

We're looking for an exceptional, collaborative executive who is:

- Skilled in financial management and infrastructure planning
- Experienced with smart growth and development
- Adept at community engagement and cross-functional leadership

*"Infinite Potential, Creating Endless Possibilities"* – read on to learn more about this opportunity!



# ABOUT THE COMMUNITY

Aledo, Texas, is a high-performing, family-focused city blending its small-town charm with a bold vision for the future. With a proud history and a newly adopted home-rule charter, Aledo is positioned for continued growth and long-term success.

Located just two miles south of I-20 between Fort Worth and Weatherford, Aledo offers exceptional schools, historic character, and a rapidly growing population. Residents enjoy access to six city parks, 10+ miles of trails, community festivals, and a vibrant local business scene.

Aledo ISD is one of the city's largest employers and is consistently ranked among the best school districts in Texas. The city also offers proximity to multiple private schools and higher education institutions like Texas Christian University and the University of Texas at Arlington.

With a growing number of families choosing to call Aledo home, the city is managing expansion with an emphasis on smart infrastructure investments and a connected community.



POPULATION  
**7,000+**



MEDIAN HOUSEHOLD INCOME  
**\$152,083**



MEDIAN HOME VALUE  
**\$553,173**

AVERAGE MONTHLY RENT  
**\$1,091**

History



## GOVERNANCE & ORGANIZATION

Aledo operates under a council-manager form of government. The Mayor is elected at-large and serves a three-year term, alongside five City Council members also elected for three-year terms.

**The City provides a full range of services including:**

- Water and Wastewater services
- Road and Park Maintenance
- Law Enforcement
- Library Services

Aledo's 25-member workforce includes 23 full-time and 2 part-time employees. Additional personnel for police and library services are proposed for FY 2026. The City recently created their own police department, while fire and EMS are handled by special districts.



## ABOUT THE JOB

The City Manager provides organizational leadership and oversight for all City operations.

Reporting to the Mayor and City Council, the new City Manager will:

- Oversee strong financial management and ensure ongoing fiscal discipline.
- Evaluate staffing strategies and support department personnel, including hiring and mentoring a relatively young workforce
- Oversee scheduling, standards, and workflow quality
- Promote significant public engagement and transparency
- Ensure responsible growth that sustains an exceptional quality of life in the community

### CITY QUICKFACTS



EMPLOYEES

**25**  
and growing!



CITY BUDGET

**\$36.9**  
MILLION  
Operating & Capital

### 2026 KEY PROJECTS

- COMPLETE CONSTRUCTION OF NEW MUNICIPAL BUILDING
- DESIGN AND CONSTRUCT EXPANDED WASTEWATER TREATMENT PLANT
- LAUNCH AND COMPLETE DEVELOPMENT OF A NEW COMPREHENSIVE PLAN



# THE IDEAL CANDIDATE

The ideal candidate will have experience in strategic planning, budgeting, and municipal development in high-growth settings.

They will demonstrate:

- Transparent and ethical leadership
- Strong communication and listening skills
- Experience with infrastructure, capital projects, and economic incentives
- Talent for building trust and consensus among stakeholders

This is an exciting opportunity for a seasoned municipal leader who is ready to roll up their sleeves, build strong relationships with staff and residents, and leave a lasting impact on a fast-growing community. The right fit will be collaborative, pragmatic, and ready to lead Aledo through its next chapter of growth and modernization.



## EXPERIENCE & QUALIFICATIONS

### REQUIRED:

- Bachelor's degree in Public Administration, Political Science, Business, or related field
- Minimum 5 years of municipal government experience
- At least 3 years as a department director, assistant/deputy city manager, or city manager

### PREFERRED:

- Master's degree in Public or Business Administration
- Experience in communities with populations between 3,000–20,000
- Experience managing strategic growth and long-term capital planning
- Credentialed Manager (ICMA) or Texas CPM certification

# COMPENSATION & BENEFITS

**Salary:** Competitive base salary; previous City Manager earned \$195,000 annually

**Health Insurance:** Choice of four medical plans, plus dental and vision coverage. Premiums for employees are fully paid by the City; dependent coverage available at discounted rates

**Retirement:** Texas Municipal Retirement System (TMRS) with a 7% employee contribution and a 2:1 employer match

## Leave:

- 13 paid holidays annually
- Vacation, sick, and other leave benefits that increase with years of service

## Other:

- Monthly car allowance
- Short-term disability, life, and AD&D insurance
- Potential for relocation assistance
- Leadership opportunity in a growing, home-rule city poised for continued expansion



# HOW TO APPLY

Apply Here



For more information on this position, contact:

**Mark McDaniel, Interim City Manager**

[mmcdaniel@aledotx.gov](mailto:mmcdaniel@aledotx.gov) | 817-773-6558

*The City of Aledo 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.*