



DEPUTY CITY MANAGER

City Manager's Office

Annual Salary:

\$220,000 – \$235,000 DOE/DOQ

City of Abilene, Texas

Are you a passionate, results-driven municipal executive who can champion collaboration, oversee complex operations, and advance strategic initiatives? If so, apply to be Abilene's next Deputy City Manager!

We're looking for an exceptional public sector leader who is:

- An experienced, values-based leader with strong fiscal, operational, and strategic planning expertise
- A skilled communicator who builds trust, fosters high-performance teams, and engages effectively with citizens, boards, and commissions
- An innovative problem-solver with proven success in cross-departmental collaboration, performance improvement, and organizational culture

Building community together – read on to learn more about this opportunity.

ABOUT ABILENE

Abilene is a culturally rich, fast-growing city in West Texas known for its western heritage, regional economic leadership, and welcoming community spirit. It serves as a hub for healthcare, education, and commerce for a 22-county area. With strong ties to Dyess Air Force Base, Abilene benefits from a patriotic, service-oriented community and a diversified economy supported by public and private investments. Abilene is the new frontier for emerging technology, with the largest AI infrastructure project in the United States underway.

The city is home to three universities (Abilene Christian University, Hardin-Simmons University, and McMurry University), multiple medical centers, and a vibrant downtown undergoing major revitalization. Residents enjoy a high quality of life with family-friendly attractions like the Abilene Zoo, Storybook Capital of America public art, outdoor recreation, and numerous festivals and cultural events.

Abilene is well-positioned along I-20, approximately 180 miles west of Dallas-Fort Worth, offering a relaxed lifestyle with easy access to metropolitan amenities.

Historically founded as a railroad town in the late 1800s, today's Abilene is a thriving city that blends historic charm with modern conveniences, thriving neighborhoods, and a business-friendly environment.

Abilene History



Tourism



POPULATION
126,518



MEDIAN HOUSEHOLD INCOME
\$58,143



MEDIAN HOME VALUE
\$151,700
AVERAGE MONTHLY RENT
\$998

GOVERNANCE & ORGANIZATION

The City of Abilene operates under a Council-Manager form of government. The City Council includes a Mayor and six Council Members elected by single-member districts and at-large positions to serve three-year terms. No term limits apply.

The City provides a full range of municipal services including:

- Public Safety (Police, Fire)
- Public Works & Utilities
- Parks, Recreation, and Cultural Affairs
- Airport

The Deputy City Manager is appointed by and reports directly to the City Manager.





ABOUT THE JOB

The City Manager's Office provides executive leadership to all municipal departments and supports the City Council in achieving community priorities. The office drives high-level initiatives, facilitates interdepartmental coordination, and ensures efficient, accountable service delivery.

Reporting to the City Manager, the Deputy City Manager will:

- Oversee day-to-day operations of multiple departments
- Lead high-priority strategic initiatives and process improvements
- Guide executive staff and foster workforce development
- Manage complex projects, budgets, and performance metrics
- Build strong relationships with internal and external stakeholders
- Represent the City Manager as needed and provide staff support to assigned boards and commissions
- Engage with citizens and community groups to address sensitive concerns and promote transparency
- Champion innovative service delivery models and continuous improvement initiatives
- Lead data-informed policy development and organizational performance tracking
- Foster a workplace culture aligned with the City's RISE Core Values

[Full Job Description](#)



DEPARTMENT DIVISIONS

The Deputy City Manager provides executive leadership and oversight of the following departments:

- Finance
- Human Resources
- Transportation Services
- Parks and Recreation
- Public Health
- Library Services
- Abilene Zoo

Departmental oversight is subject to change based on organizational needs and the selected candidate's expertise.

DEPARTMENT QUICKFACTS



EMPLOYEES
APPROX.

1,350

FULL-TIME CITYWIDE



\$371
MILLION
CITYWIDE BUDGET

KEY PROJECTS

These projects reflect the City's commitment to operational excellence, data-informed governance, and transparent service delivery; key priorities under the direction of the Deputy City Manager.

- Voter approved Zoo expansion
- Voter approved Airport Terminal renovation
- Voter approved new recreation centers with neighborhood libraries
- Downtown library re-location into state-of-the-art Heritage Square
- Citywide class and compensation plan
- Minor improvement Fund

THE IDEAL CANDIDATE

The ideal candidate will have experience in executive-level municipal leadership with a focus on operational excellence, team development, and strategic planning. They will demonstrate:

- Emotional intelligence and political acumen
- A collaborative and transparent management style
- Deep understanding of municipal finance and project oversight
- Strong communication, facilitation, and relationship-building skills

They will be a trusted advisor to the City Manager, known for integrity, innovation, and follow-through. Candidates who thrive in a fast-paced, community-centered environment will be a strong fit for Abilene's forward-looking leadership team.

The City of Abilene is guided by its **RISE** Core Values:

- **Respect** – We follow through on commitments, treat others with dignity, and deliver prompt, courteous service.
- **Integrity** – We uphold high ethical standards and do the right things right.
- **Service Above Self** – We serve our community with a spirit of humility, professionalism, and care.
- **Excellence in All We Do** – We lead by example, communicate honestly, and work collaboratively to exceed expectations.



EXPERIENCE & QUALIFICATIONS

Required:

- Bachelor's degree in Public Administration, Business Administration, or a related field
- At least 8 years of progressively responsible executive leadership in municipal government
- Minimum 3 years of executive-level experience in city management or multi-department oversight

Preferred:

- Master's degree in Public Administration, Business Administration, or related field
- 10+ years of municipal government experience
- 5+ years as Assistant/Deputy City Manager or equivalent
- Familiarity with Texas municipal operations and TMRS
- Active membership in the Texas City Management Association (TCMA) and/or International City/County Management Association (ICMA) preferred
- Must possess a valid Texas driver's license or be able to obtain one within 90 days of hire

COMPENSATION & BENEFITS

Health Insurance: Medical, dental, and vision insurance available to all full-time employees and their dependents. Premiums for employee coverage are paid by the City. HDHP and EPO options available through BCBS of Texas.

Paid Leave: 12 paid holidays annually, vacation accrual per pay period, and 10 hours/month of sick leave. Additional leave includes bereavement, military, and jury duty.

Retirement: Membership in the Texas Municipal Retirement System (TMRS) with a 7% employee contribution and 2:1 employer match. Optional 457 plan with Roth option available.

Additional Perks:

- Bonus sick day for limited sick leave usage
- Stability pay for non-civil service employees
- Direct deposit to multiple accounts
- Free access to the City's COACH health clinic
- Employee discounts with local attractions, universities, and wireless carriers
- Relocation assistance to \$5,000



HOW TO APPLY

Apply Here



For more information on this position, contact:

Marsha Reed, Senior Vice President

marshareed@governmentresource.com | 806-789-9641

The City of Abilene is an Equal Opportunity Employer and values diversity in its workforce. Applicants selected as finalists will be subject to a comprehensive background check.

City of Abilene
abilenetx.gov

City Manager's Office
abilenetx.gov/590/City-Manager

Abilene Convention & Visitors Bureau
abilenevisitors.com

Development Corporation of Abilene
developabilene.com

Abilene Chamber of Commerce
abilenechamber.com

[State of the City](#)

[Intro to Abilene: Building Community Together](#)

[City of Abilene Council and Organization \(2023\)](#)

[Council's 7 Strategic Priorities](#)