



ASSISTANT DIRECTOR OF ENGINEERING – CAPITAL PROJECTS

ENGINEERING – CAPITAL PROJECTS
DEPARTMENT

Annual Salary:
±\$160,000 DOE/DOQ



RICHARDSON
TEXAS

Are you a proven leader in capital project management with the vision to deliver transformative infrastructure improvements? **If so, apply to be the City of Richardson's next Assistant Director of Engineering – Capital Projects!**

We're looking for an exceptional leader who is:

- Skilled in planning and managing large-scale Capital Improvement Programs (CIP)
- Experienced in leading people and cultivating high performing teams
- Adept at collaborating with consultants, contractors, and utilities
- Strong in communicating and presenting to diverse audiences

Richardson – a forward-thinking community at the heart of North Texas – read on to learn more about this opportunity!



ABOUT THE COMMUNITY

Richardson, Texas, is a vibrant inner-ring suburb of Dallas, home to just over 120,000 residents. Known for its strong economic base, Richardson is a hub for innovation and technology, with major employers such as Texas Instruments, State Farm Insurance, Blue Cross & Blue Shield of Texas, Cisco Systems, Raytheon, GEICO, and Fujitsu.



POPULATION
120,000

Located just minutes north of downtown Dallas along US-75, with easy access to I-635 and the President George Bush Turnpike, Richardson combines the amenities of a major metropolitan area with the welcoming spirit of a close-knit community. Residents enjoy a thriving food scene—highlighted by the city's renowned Chinatown district—more than 40 miles of trails, an extensive parks system, and cultural attractions like the Eisemann Center for Performing Arts.



MEDIAN HOUSEHOLD INCOME
\$96,257

Historically developed from a railroad town into a leading center for business and education, Richardson today blends its rich heritage with forward-thinking development strategies and a strong commitment to innovation. The University of Texas at Dallas, a Tier One research university, continues to elevate the city's reputation as a regional center for education, technology, and entrepreneurship.



MEDIAN HOME VALUE
\$405,600
AVERAGE MONTHLY RENT:
\$1,825

History



Tourism



GOVERNANCE & ORGANIZATION

Richardson operates under a Council-Manager form of government. The Mayor and six City Council Members are elected at-large for two-year terms, with four members required to reside in specific districts.

The City's fiscal year budget of \$418 million, includes \$182 million in the General fund. The City of Richardson has about 1,025 full-time employees.

Richardson's leadership is committed to transparency, innovation, and delivering high-quality services that meet the needs of a dynamic and diverse community.



THE JOB

The Engineering – Capital Projects Department delivers the City’s bond programs, manages infrastructure improvements, and provides design, surveying, and construction oversight. The department also administers the City’s floodplain program and coordinates with state, federal, and regional agencies.

Reporting to the Director of Engineering - Capital Projects, the new Assistant Director of Engineering – Capital Projects will:

- Lead and manage the City’s \$483M CIP program
- Oversee planning and implementation for a potential \$200M bond program in 2026
- Direct capital project delivery across streets, utilities, facilities, and drainage
- Supervise and mentor professional staff and consultants
- Champion process improvements and technology adoption in project management

[Full Job Description](#)



DIVISIONS WITHIN THE DEPARTMENT:

- PLANNING, ASSET MANAGEMENT & PROJECT INSPECTION
- PROJECT DESIGN & DELIVERY
- CIP DELIVERY SUPPORT (AECOM GENERAL ENGINEERING CONSULTANT)
- ADMINISTRATIVE SUPPORT

EMPLOYEES



31

DEPT. BUDGET
(FY 2026 OPERATING BUDGET)



\$10.8
M I L L I O N

KEY PROJECTS FOR 2026

- CONTINUE IMPLEMENTATION OF A \$236M BOND PROGRAM, INCLUDING \$102M IN STREET PROJECTS
- RICHARDSON PUBLIC LIBRARY RENOVATION (\$48M) AND NEW CITY HALL (\$91M), BOTH UNDER CONSTRUCTION
- \$75M 825 PRESSURE ZONE IMPROVEMENTS PROJECT –INCLUDING A NEW PUMP STATION, A 5MG STORAGE TANK, AND TWO NEW WATERLINES
- SIDEWALK, DRAINAGE, AND PARK IMPROVEMENTS TOTALING OVER \$20M
- STREET & ALLEY PAVEMENT REPAIR (\$7.6M/YEAR) AND DRAINAGE UTILITY PROGRAM (\$3.3M/YEAR)



IDEAL CANDIDATE

The ideal candidate is a strategic and people-focused professional with a strong background in managing municipal capital improvement programs. They will be an inspiring leader who develops, motivates, and empowers a high-performing team to deliver complex projects efficiently and with excellence.

This individual will bring both technical expertise and emotional intelligence—balancing a deep understanding of infrastructure design and construction with the ability to foster collaboration, accountability, and professional growth.

Forward-thinking and solutions-oriented, the successful candidate will champion innovation, embrace technology to enhance project delivery, and communicate effectively across departments, consultants, and community partners. A commitment to teamwork, continuous improvement, and organizational excellence will be key to advancing the City's ambitious capital improvement goals.

EXPERIENCE & QUALIFICATIONS

REQUIRED:

- Bachelor of Science in Civil Engineering or related field (ABET-accredited)
- Eight years of civil engineering or project management experience, including municipal/county government experience
- Supervisory and management experience
- Texas Class C driver's license

PREFERRED:

- Licensed Professional Engineer in Texas
- Certified Floodplain Manager and/or Certified Construction Manager
- Master's degree in related field
- Local government experience



SALARY & BENEFITS

Compensation: ±\$160,000 DOE/DOQ

Health Benefits: Comprehensive medical, dental, and vision coverage for employees and dependents.

Paid Leave: 120 hours of vacation per year, ten paid holidays, plus accrued sick leave.

Retirement: Texas Municipal Retirement System (TMRS), 7% employee contribution matched 2:1 by the City; two optional 457 deferred compensation plans.

Additional Perks:

- Relocation assistance is available for candidates moving to Richardson
- Flexible spending account (FSA)
- Employee Assistance Program (EAP)
- Free membership for employees and their families to city recreation centers

The City of Richardson offers a supportive and collaborative work environment, encouraging innovation and long-term career growth within a professionally managed, forward-looking organization.

HOW TO APPLY

Apply Here



For more information, contact:

Marsha Reed, Sr. Vice President

MarshaReed@GovernmentResource.com | 806-789-9641

The City of Richardson is an Equal Opportunity Employer and does not discriminate on the basis of race, color, religion, gender, national origin, age, or disability. Applicants selected as finalists for this position will be subject to a comprehensive background check.