



DIRECTOR OF PLANNING

Planning & Engineering
Department

Annual Salary:
\$157,000 – \$233,000 DOE/DOQ

Wylie, Texas



Are you a strategic, people-centered leader with a passion for collaboration, planning, and capital program management? The North Texas Municipal Water District (NTMWD) is seeking an experienced Director of Planning to oversee one of the region's most ambitious infrastructure programs.

This is an exceptional opportunity for a dynamic professional who excels at:

- Leading multidisciplinary planning teams.
- Coordinating large-scale capital projects.
- Building partnerships with member cities and regional agencies.

If you're ready to make a major impact on regional growth and sustainability, read on to learn more about this exciting leadership role!

ABOUT THE COMMUNITY

Headquartered in Wylie, Texas, NTMWD serves one of the largest and fastest-growing regions in the country—covering 2,200 square miles across Collin, Dallas, Rockwall, Kaufman, Hunt, Rains, and surrounding counties. Residents enjoy access to more than 2,000 parks, 1,000 miles of trails, 60 lakes and reservoirs, and world-class arts, sports, and entertainment venues throughout the Dallas-Fort Worth Metroplex.

The North Texas region combines big-city amenities with suburban comfort and a strong sense of community. With top-ranked school districts, an affordable cost of living, and a thriving economy, the area continues to attract more than 3,000 new residents each week.

About NTMWD



Population Served by NTMWD



WATER CUSTOMERS
2.2 million

WASTEWATER CUSTOMERS
1.5 million

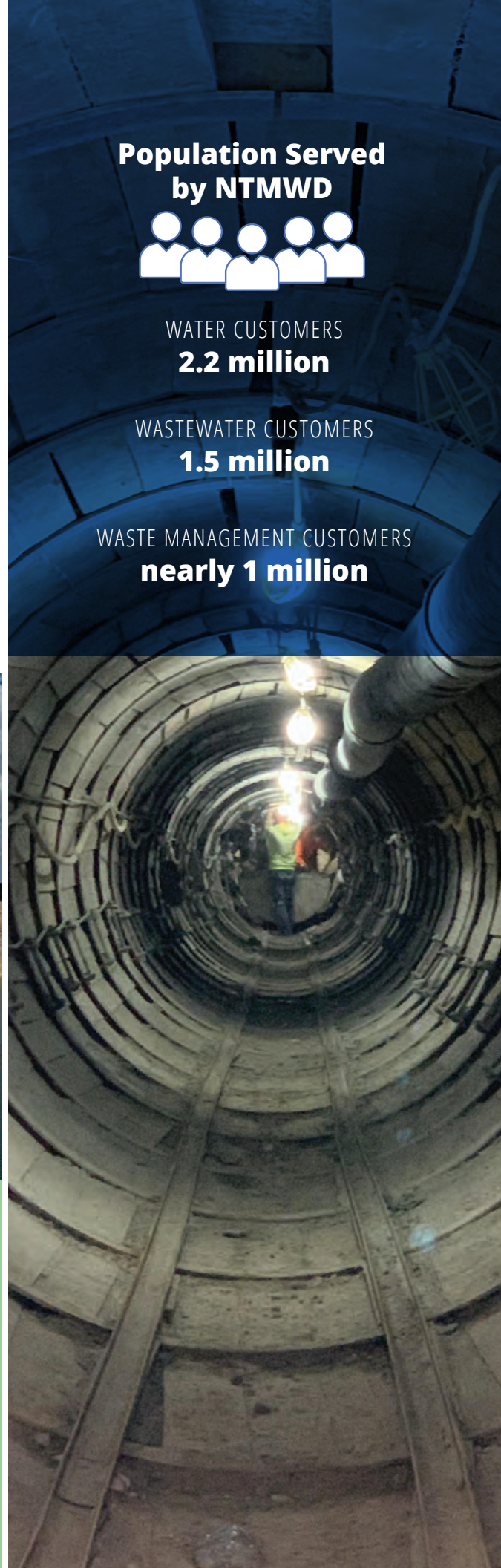
WASTE MANAGEMENT CUSTOMERS
nearly 1 million



GOVERNANCE & ORGANIZATION

NTMWD is governed by a 25-member Board of Directors appointed by 13 Member Cities. Cities with populations above 5,000 appoint two members; smaller cities appoint one.

Led by Executive Director/General Manager Jenna Covington, P.E., and guided by the organizational core values of Integrity, Trust, Respect, Unity, Safety, Teamwork (I-TRUST), the District ensures sustainable delivery of water, wastewater, and solid waste services to more than 2 million residents.





NORTH
TEXAS
MUNICIPAL
WATER
DISTRICT

ABOUT THE JOB

The Planning Division develops and manages the District's long-term Capital Improvement Program (CIP), ensuring that infrastructure investments align with regional growth and operational priorities.

Reporting to the Assistant General Manager of Planning & Engineering, the Director of Planning:

- Oversees capital program planning and policy development.
- Leads a team of planning and technical professionals.
- Coordinates with cities, agencies, and utilities to identify and prioritize projects.
- Manages permitting, power procurement, and planning systems.
- Develops strategies to meet water, wastewater, and solid waste needs efficiently.

[Full Job Description](#)



DEPARTMENT STRUCTURE

Divisions within the Department:

- CPI/Permitting
- Engineering
- Construction

ORGANIZATION QUICKFACTS



EMPLOYEES

1,003

(DISTRICTWIDE)



BUDGET

~\$1

BILLION CIP

KEY PROJECTS FOR 2025/2026

- Coordination of \$1.7 billion in capital projects across all service areas.
- Integration of new software and reporting tools for project tracking.
- Evaluation of departmental structure and staffing to enhance efficiency.
- Collaboration with member cities to align multi-year capital plans with regional growth projections.

THE IDEAL CANDIDATE

The ideal candidate is a high-energy, relationship-driven leader who thrives in complex, collaborative environments. They will excel at facilitating partnerships with cities and agencies, communicating technical plans in accessible ways, and leading teams through change and growth.

Strong candidates will bring:

- Strategic planning and organizational development experience.
- Excellent communication and negotiation skills.
- The ability to mentor, motivate, and manage diverse professional teams.
- A commitment to innovation and continuous improvement.



EXPERIENCE & QUALIFICATIONS

Required:

- Bachelor's degree in engineering, architecture, planning, or a related field.
- Ten years of progressive experience in planning and management.
- Valid Texas Driver's License.

Preferred:

- Master's degree in engineering, planning, or related field.
- Experience in capital program management for public utilities.
- Familiarity with water, wastewater, and solid waste system planning.

SALARY & BENEFITS

- **Compensation:** The District is offering a salary range of \$157,000 to \$233,000 for this executive position, based on experience and qualifications.
- **Health Benefits:** Comprehensive medical, dental, prescription, life, and accidental death/dismemberment insurance.
- **Paid Leave:** Generous vacation, holidays, and sick leave.
- **Retirement:** Defined benefit retirement plan — employees contribute 5%, and the District provides a lifetime annual pension equal to 3% of total earnings over tenure.
- **Additional Perks:**
 - ♦ Short- and long-term disability.
 - ♦ Deferred compensation plan.
 - ♦ Professional development support.
 - ♦ A collaborative, mission-driven workplace culture.



HOW TO APPLY

Apply Here



For more information on this position, contact:

Billy Owens, Senior Vice President

BillyOwens@GovernmentResource.com | 972-989-3686

The North Texas Municipal Water District 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 will be subject to a comprehensive background check.