



DIRECTOR OF PUBLIC WORKS

PUBLIC WORKS DEPARTMENT
Marshall, Texas

Annual Salary:
\$120,000-150,000 DOE/DOQ



Are you a service-minded public works professional who can modernize infrastructure, lead high-performing teams, and deliver exceptional results for a growing East Texas community? **If so, apply to be Marshall's next Director of Public Works!**

We're looking for an experienced, hands-on leader who is:

- Skilled in public infrastructure management and capital project delivery
- Experienced in water, wastewater, and drainage operations
- A collaborative, servant leader who values communication and accountability

Marshall - East Texas Heritage, Small-Town Community, Regional Influence - read on to learn more about this opportunity!

Executive Recruitment Provided by





ABOUT THE COMMUNITY

Marshall, Texas, is a thriving community in the heart of East Texas, just two hours east of Dallas, three hours north of Houston, and 45 minutes west of Shreveport, LA. With a population of 23,392, Marshall serves as the county seat of Harrison County (population 66,553) and offers the charm of a small town with the influence of a regional hub.

Marshall is nationally recognized for its historic downtown, cultural heritage, and community pride. The City has invested heavily in infrastructure improvements and downtown redevelopment—anchored by local shops, restaurants, and the celebrated Wonderland of Lights festival each winter. The community also boasts higher-education institutions such as East Texas Baptist University, Wiley College, and Texas State Technical College – Marshall.

Major employers include Eastman Chemical Company, Trinity Industries, and Christus Good Shepherd Medical Center. With a growing economy, excellent schools, and a strong sense of civic pride, Marshall is a place where professionals can make a visible difference.



POPULATION
23,392



MEDIAN HOME VALUE
\$133,000

AVERAGE MONTHLY RENT:
\$1,031

History



Tourism



GOVERNANCE & ORGANIZATION

Marshall operates under a council-manager form of government. The City Council has seven members, including the Mayor, serving staggered four-year terms. The Council appoints a City Manager to oversee day-to-day operations and approximately 250 employees.

The City provides a full range of services, including:

- Finance, Human Resources, and Information Technology
- Police and Fire Services
- Public Works, Parks, and Economic Development



THE JOB

The Public Works Department ensures the safety, functionality, and sustainability of Marshall's infrastructure systems. The department manages streets, drainage, water and wastewater utilities, and engineering functions.

Reporting directly to the City Manager, the Director of Public Works oversees 70 staff members and a \$10 million budget. The Director provides strategic direction for capital improvement programs, develops long-range infrastructure plans, and ensures compliance with state and federal regulations.

The Director will also play a key role in project prioritization, employee development, and transparent communication across the organization, while fostering collaboration between city departments and regional partners.

[Full Job Description](#)



DEPARTMENT STRUCTURE

DIVISIONS WITHIN THE DEPARTMENT:

- STREETS
- ENGINEERING
- DISTRIBUTION & COLLECTION
- WATER/WASTEWATER TREATMENT
- MUNICIPAL DRAINAGE

EMPLOYEES
 70

DEPT. BUDGET
 10
MILLION

KEY PROJECTS FOR 2026

- IMPLEMENT A COMPREHENSIVE STREET MAINTENANCE PROGRAM AND FUNDED CAPITAL IMPROVEMENT PROGRAM
- DEVELOP A TRAINING AND CERTIFICATION PAY PLAN FOR DEPARTMENT STAFF
- LAUNCH AN ASSET MANAGEMENT AND PERFORMANCE REPORTING SYSTEM
- UPGRADE EQUIPMENT AND TECHNOLOGY FOR LONG-TERM SUSTAINABILITY
- STRENGTHEN INTERDEPARTMENTAL AND COMMUNITY PARTNERSHIPS



IDEAL CANDIDATE

The ideal candidate is a strategic and hands-on municipal professional who combines technical expertise with a genuine commitment to public service. They bring experience in infrastructure planning, project management, and water utility operations while fostering a culture of teamwork and accountability.

This individual values communication and transparency, mentoring employees to achieve excellence while maintaining a steady focus on service delivery and long-term sustainability. The next Director will build trust among staff, elected officials, and residents—balancing proactive planning with day-to-day operational needs in a community that values visible leadership and collaboration.

EXPERIENCE & QUALIFICATIONS

REQUIRED:

- Bachelor's degree in Public Administration, Civil Engineering, or a related field
- Five (5) years of progressively responsible experience managing utilities or public works operations
- Demonstrated experience in capital improvement, budgeting, and regulatory compliance

PREFERRED:

- Registered Professional Engineer (Texas P.E.)
- Certifications such as PMP, CCM, or Class A/B Water License
- Experience with GIS, CAD, and grant management
- Municipal leadership experience with employee development and cross-departmental coordination



SALARY & BENEFITS

Compensation: \$120,000-150,000 DOE/DOQ

Health Benefits: Comprehensive medical, dental, vision, and life insurance are provided through the City's employee benefits program.

Paid Leave: 14 paid holidays, generous vacation, and sick leave.

Retirement: Participation in the Texas Municipal Retirement System (TMRS) with a 7% employee contribution and a 2:1 City match.

Additional Perks:

- City-contributed Health Savings Account (\$1,343.04 annually for HSA participants)
- Supplemental benefits (accident, critical illness, disability, etc.)
- Employee Assistance & Work/Life Programs
- Professional development and leadership training opportunities

HOW TO APPLY

[Apply Here](#)



For more information, contact:

Michael J. Czymbor, Senior Vice President

MichaelCzymbor@governmentresource.com | (843)368-6659

The City of Marshall 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.