



CITY ENGINEER

Public Works Department
Abilene, Texas

Annual Salary:
\$150,000 - \$185,000 DOE/DOQ



Are you a collaborative, solutions-oriented engineering leader who can oversee complex infrastructure projects, manage engineering operations, and guide a high-performing team? **If so, apply to be the City of Abilene's next City Engineer!**

We're looking for an exceptional service-driven leader who is:

- Experienced in municipal engineering, public works, and infrastructure delivery
- Skilled in project management, budgeting, and organizational leadership
- An effective communicator who builds strong relationships across departments and with the public

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

ABOUT THE COMMUNITY

Abilene is a vibrant and growing West Texas community where more than 125,000 residents enjoy a unique blend of Old West heritage, modern amenities, and strong community values. As the hub of a 22-county region known as the “Big Country,” Abilene serves as a center for healthcare, education, retail, and economic activity.

Conveniently located approximately 180 miles west of the Dallas-Fort Worth Metroplex, Abilene offers the perfect balance between urban accessibility and small-town charm. Residents and visitors alike enjoy attractions such as the Abilene Zoo, Frontier Texas, museums, and vibrant downtown events including ArtWalk and the Children’s Arts and Literacy Festival.

Founded in 1881 as a railroad town, Abilene has evolved into a regional leader in commerce, education, and industry, with growing sectors in manufacturing and wind energy. Today, the city continues to expand while maintaining affordable housing, strong schools, and a high quality of life.

History



Tourism



POPULATION
~125,000+



MEDIAN HOUSEHOLD INCOME
~\$62,648



MEDIAN HOME VALUE
~\$183,700
AVERAGE MONTHLY RENT:
~\$1,157



GOVERNANCE & ORGANIZATION

The City of Abilene operates under a council-manager form of government, with a Mayor and six City Council members elected at large. The City Manager oversees daily operations and leads 14 municipal departments.

The City provides a full range of services including:

- Public Safety (Police and Fire)
- Public Works and Infrastructure
- Utilities and Water Services
- Parks, Recreation, and Cultural Affairs



THE JOB

The Public Works Department delivers and manages critical infrastructure systems and services essential to the City of Abilene.

Reporting to the Director of Public Works, the City Engineer will:

- Plan, organize, direct, and coordinate engineering activities citywide
- Oversee engineering design, permitting, and infrastructure development projects
- Develop short- and long-range capital improvement plans
- Manage project budgets, timelines, and performance outcomes
- Serve as a liaison to City leadership, boards, and the public

[Full Job Description](#)



DIVISIONS WITHIN THE PUBLIC WORKS DEPARTMENT:

- ENGINEERING
- INSPECTION SERVICES
- LAND MANAGEMENT
- SOLID WASTE & RECYCLING
- STORMWATER SERVICES
- STREET LIGHTING
- STREET SERVICES
- SIGNS, SIGNALS & LIGHTING
- METROPOLITAN PLANNING ORGANIZATION



EMPLOYEES

178



DEPT. BUDGET

\$51.7

MILLION

KEY PROJECTS FOR 2026

- CONTINUED IMPLEMENTATION OF THE STREET MAINTENANCE PROGRAM (~\$12M ANNUALLY)
- DESIGN AND CONSTRUCT INFRASTRUCTURE PROJECTS TO ASSIST WITH THE CURRENT AND FUTURE GROWTH
- STORMWATER DRAINAGE SYSTEM DESIGN AND CONSTRUCTION
- CITYWIDE TRAFFIC SIGNAL AND SIGNAGE INFRASTRUCTURE IMPROVEMENTS



IDEAL CANDIDATE

The ideal candidate is an experienced and solutions-oriented engineering leader with strong expertise in public works infrastructure, project management, and municipal operations to assist with current and future growth. They will bring a deep understanding of engineering principles, construction practices, and regulatory requirements, along with the ability to manage multiple complex projects simultaneously.

This individual will demonstrate strong leadership, communication, and interpersonal skills, with the ability to build relationships across departments, elected officials, and the community. They will be politically aware, adaptable, and capable of making sound decisions in a dynamic environment. A commitment to mentoring staff, resolving challenges efficiently, and delivering high-quality public infrastructure will be key to success in this role.

EXPERIENCE & QUALIFICATIONS

REQUIRED

- Bachelor's degree in civil engineering or related field (ABET-accredited)
- Minimum 5 years of progressively responsible engineering experience after registration
- Experience in organizational management and budget oversight

Required certifications include:

- Licensed Professional Engineer by the State of Texas Board of Professional Engineers and Land Surveyors (or ability to obtain within six months)
- A valid Texas driver's license (or the ability to obtain one within 90 days or a military waiver)
- Certified Floodplain Manager certification (or the ability to obtain one within 12 months – The City will pay for any necessary classes!)

PREFERRED

- Municipal City Engineer experience
- Experience in land development, drainage, and utility design
- Demonstrated leadership in public works operations



SALARY & BENEFITS

- **Compensation:** \$150,000 - \$185,000 DOE/DOQ
- **Health Benefits:** Medical, dental, vision, and life insurance coverage
- **Paid Leave:** Generous vacation, sick leave, and holiday policies
- **Retirement:** Texas Municipal Retirement System (TMRS) with 7% employee contribution and 2:1 employer match
- **Additional Perks:**
 - Employee health clinic access
 - Longevity and stability pay
 - Optional 457(b) retirement plan
 - Relocation assistance available

HOW TO APPLY

Apply Here



For more information, contact:

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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.