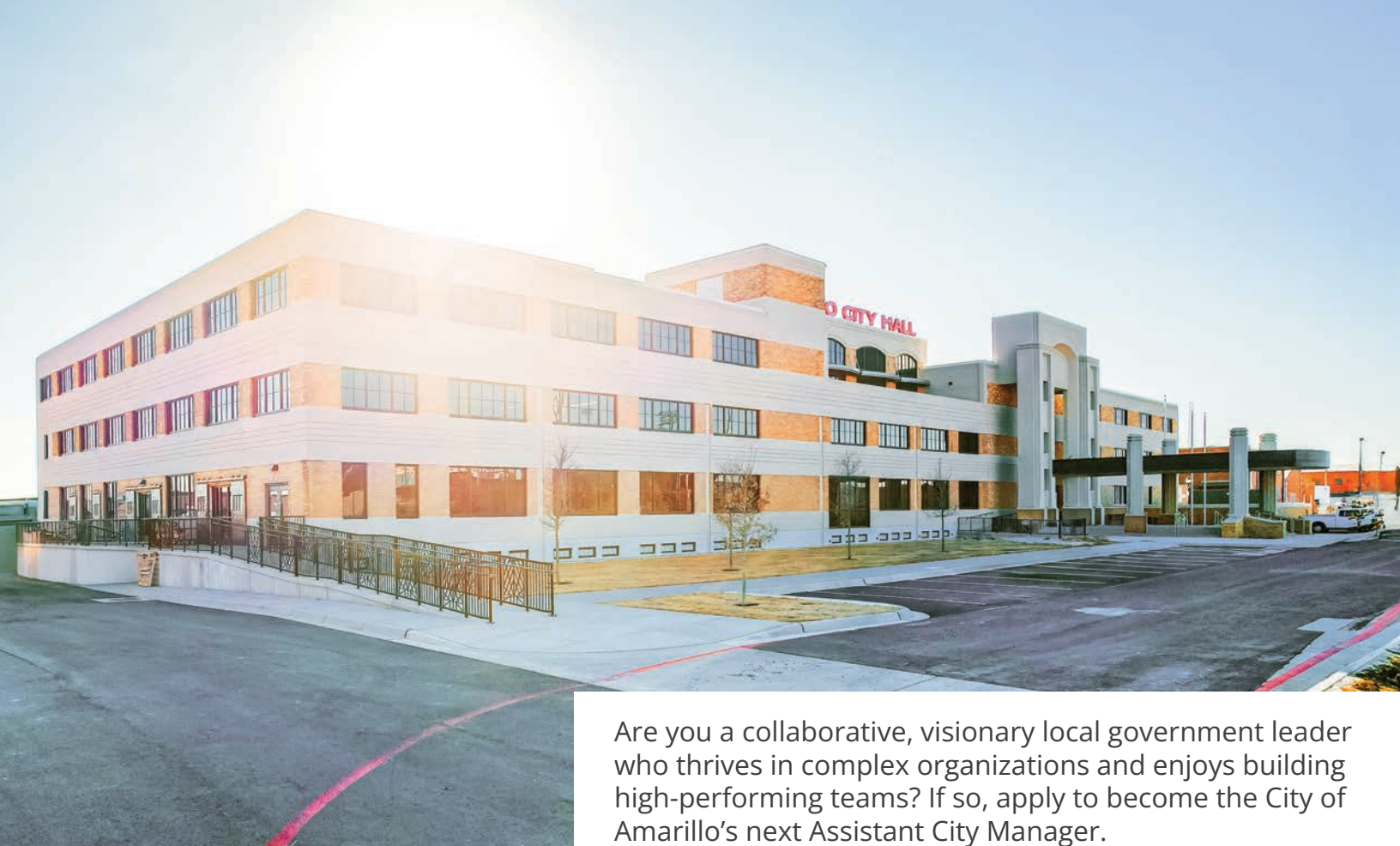




ASSISTANT CITY MANAGER

City Manager's Office

Annual Salary:

\$225,000 - 250,000 DOE/DOQ

Amarillo, Texas



Are you a collaborative, visionary local government leader who thrives in complex organizations and enjoys building high-performing teams? If so, apply to become the City of Amarillo's next Assistant City Manager.

The City of Amarillo is seeking an experienced executive to serve as a strategic partner to the City Manager while providing leadership across a portfolio centered on Public Safety. This position will play a critical role in advancing City Council priorities, strengthening regional partnerships, leading major initiatives, and ensuring exceptional municipal services for a growing community.

We're looking for an executive who is:

- A collaborative leader who develops strong teams and works across organizational boundaries
- Experienced in municipal budgeting, strategic planning, and organizational leadership
- Skilled in public safety administration, intergovernmental relations, and crisis management
- Committed to transparency, innovation, and outstanding public service

Open Spaces. Endless Opportunities. Read on to learn more about this opportunity.

ABOUT THE COMMUNITY

Amarillo is a welcoming, fast-growing community of more than 200,000 residents known for its affordability, strong local pride, and blend of Western heritage with modern innovation. Located in the Texas Panhandle along historic Route 66, Amarillo offers big-city amenities while maintaining its signature small-town atmosphere, where neighbors know one another and community spirit runs deep.

Residents enjoy access to Palo Duro Canyon State Park—the second-largest canyon in the United States—offering hiking, biking, camping, and breathtaking scenery. Amarillo also boasts a vibrant arts and culture scene, including the Globe-News Center for the Performing Arts, Amarillo Symphony, Amarillo Opera, Lone Star Ballet, Amarillo Little Theatre, and the iconic outdoor musical Texas.

Sports enthusiasts enjoy the Amarillo Sod Poodles (AA Baseball), Amarillo Wranglers (Hockey), and Amarillo Bombers (Indoor Soccer). The community is also home to Texas Tech University Health Sciences Center at Amarillo, Amarillo College, and Amarillo campus of West Texas A&M University.

With a significantly lower cost of living than national averages, Amarillo offers affordable housing, low utility costs, and quality-of-life amenities attractive to professionals, families, and retirees alike.



POPULATION
200,000+



MEDIAN HOUSEHOLD INCOME
\$79,918



MEDIAN HOME VALUE
\$190,700

AVERAGE MONTHLY RENT
~\$1,100

History



Tourism



GOVERNANCE & ORGANIZATION

Amarillo operates under a Council-Manager form of government. The Mayor and four City Council members are elected at-large to two-year terms with no term limits. The Council appoints the City Manager and Municipal Judge, with additional leadership appointments confirmed as required by the City Charter.

The City provides a full range of municipal services including Public Works, Water Utilities, Parks & Recreation, Transit, Civic Center, Human Resources, Police, Fire, Finance, Planning, Airport, Information Technology, Health, Community Development, Library Services, and more. Amarillo employs approximately 2,712 people and operates with an annual budget of approximately \$557 million while maintaining AAA General Obligation and AA Water & Sewer bond ratings.



ABOUT THE JOB

Reporting directly to the City Manager, the Assistant City Manager serves as a key member of the executive leadership team, providing strategic oversight of multiple City departments while helping guide organizational priorities, policy development, and daily operations. This recruitment is focused on the Public Safety portfolio, including Police, Fire, Emergency Management and Communications, City Marshal, Intelligence Liaison, Municipal Court, and Animal Management & Welfare. The Assistant City Manager works closely with elected officials, department directors, regional partners, and community stakeholders to advance City Council priorities while ensuring excellent public service delivery.

The successful candidate will:

- Provide executive leadership for multiple City departments and major initiatives.
- Assist with preparation and oversight of the City's operating and capital budgets.
- Support implementation of the City's Strategic Pillars and organizational priorities.
- Lead interdepartmental collaboration and regional partnerships.
- Respond to citizen concerns while building strong relationships with elected officials, community partners, and employees.
- Help develop innovative, data-driven solutions that improve City services and operational performance.

[Full Job Description](#)



[Strategic Pillars](#)



FUNCTIONAL OVERSIGHT

Current Portfolio:

- Police Department
- Fire Department
- Emergency Management & Communications
- City Marshal
- Intelligence Liaison
- Municipal Court
- Animal Management & Welfare

ORGANIZATION QUICKFACTS



CITY EMPLOYEES
2,712



ANNUAL OPERATING
BUDGET
~\$557
MILLION



GOVERNMENT STRUCTURE
Council-Manager

KEY INITIATIVES

- Explore a potential citizen bond initiative focused on public safety.
- Support planning for future police officers, fire stations, and related infrastructure.
- Develop regional partnerships and intergovernmental cooperation.
- Advance the City's Public Safety Strategic Pillar while strengthening organizational collaboration.
- Continue balancing community growth with fiscal responsibility and operational excellence.

THE IDEAL CANDIDATE

The ideal candidate is an experienced municipal executive who is collaborative, approachable, and capable of building trust across every level of the organization. This individual understands the broader picture of local government and recognizes how budgeting, operations, technology, public safety, and organizational culture intersect to deliver exceptional public service.

The successful Assistant City Manager will be an outstanding communicator who excels at bringing people together to solve complex problems. They will possess strong financial and budget experience, demonstrate sound judgment during emergencies, and understand labor relations, public safety operations, and intergovernmental partnerships. Experience with police and fire organizations, crisis management, technology initiatives, and managing public perception is highly desirable.

Above all, this leader will embrace the City Manager's Office Principles by fostering inclusion, practicing transparent government, remaining responsive to residents, and promoting professional management focused on serving the Amarillo community.



EXPERIENCE & QUALIFICATIONS

Required:

- Bachelor's degree from an accredited college or university.
- Minimum of ten years of progressively responsible municipal leadership experience as a City Manager, Deputy City Manager, Assistant City Manager, Department Director, or equivalent.
- Valid Texas Driver's License.
- Demonstrated experience leading complex organizations, budgets, and strategic initiatives.
- Ability to effectively supervise multiple departments and build collaborative teams.

Preferred:

- Master's Degree in Public Administration, Criminal Justice or Business Administration.
- Experience managing organizational budgets exceeding \$300 million.
- Criminal justice background or direct experience overseeing public safety operations.
- Experience with labor relations, collective bargaining, emergency management, and regional partnerships.
- Strong understanding of technology initiatives and innovation in local government.

SALARY & BENEFITS

Compensation: \$225,000 - 250,000 DOE/DOQ

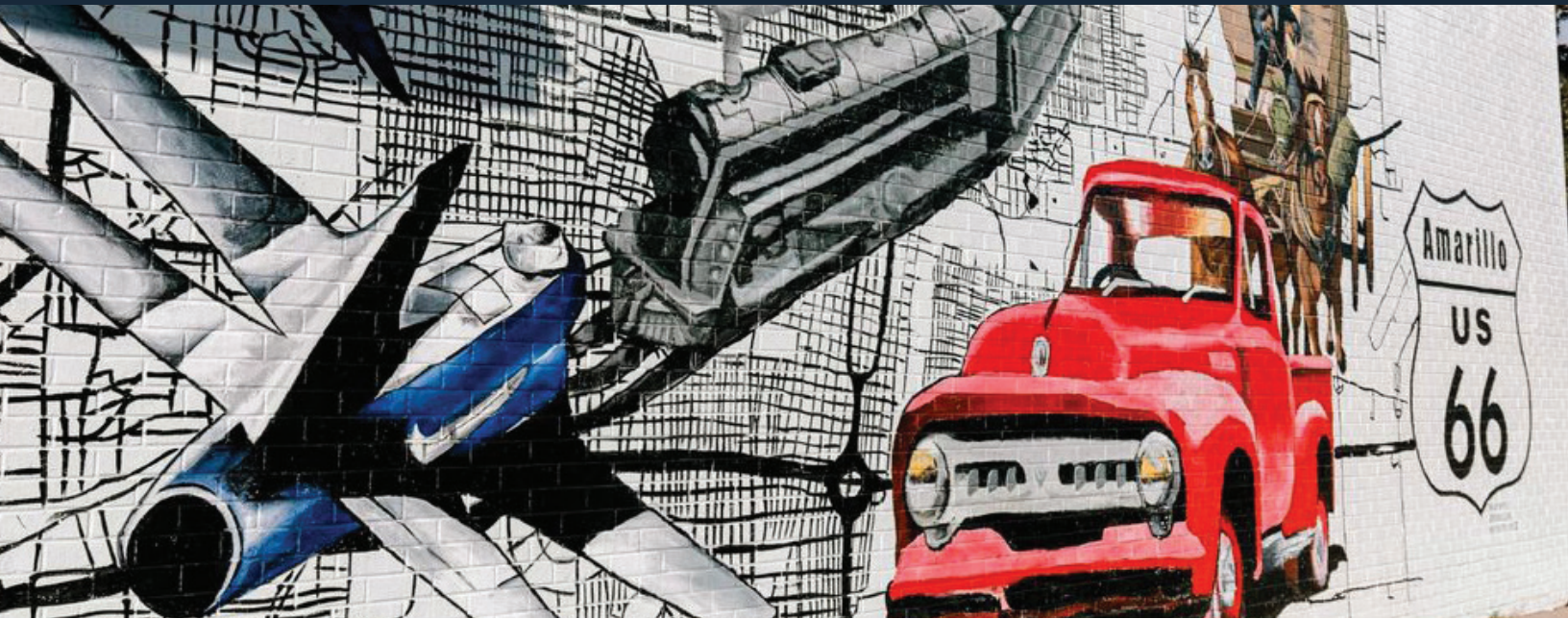
The City of Amarillo offers a comprehensive and competitive executive benefits package. Employees receive medical, dental, vision, and life insurance, along with annual leave, sick leave, paid time off, and a floating holiday.

Retirement benefits are provided through the Texas Municipal Retirement System (TMRs), featuring a 7% employee contribution and a 2:1 employer match. Employees also participate in Social Security.

Additional executive benefits include:

- \$6,000 annual automobile allowance
- \$1,200 annual communication stipend
- One-time relocation stipend

This executive leadership position offers the opportunity to shape one of Texas' fastest-growing communities by helping guide major public safety initiatives, organizational innovation, strategic planning, and exceptional municipal service delivery while working alongside an experienced executive leadership team committed to collaboration and continuous improvement.



HOW TO APPLY

[Apply Here](#)



For more information on this position, contact:

Jay Singleton, Senior Vice President, Executive Recruitment

JaySingleton@governmentresource.com | 817-223-2654

The City of Amarillo is an Equal Opportunity Employer. Applicants selected as finalists will undergo a comprehensive background investigation.