

CITY MANAGER

City of Denton, Texas

Salary: $325,000 to $350,000, DOQ

CITY OF DENTON

Are you a grounded municipal executive who builds strong teams and gives candid, well-reasoned advice? If so, the City of Denton invites you to apply to become its next City Manager.

The City of Denton combines the scale of a large organization with the character of a closely connected community and offers significant opportunity to shape its future. The City Manager leads the municipal enterprise, advises a seven-member Council, and develops an executive team that delivers reliable services, strategic investment, and community priorities.

The Mayor and Council seek an executive who is:

- A leader who fosters a culture of professionalism, accountability, and mutual respect.
- A collaborative team builder who strengthens organizational accountability and translates priorities into results.
- A trusted community partner who guides growth in ways that reflect Denton's unique character.

Executive Recruitment Provided by SGR

ABOUT DENTON

Denton is a diverse and culturally vibrant community of approximately 166,000 residents, uniquely combining small-city character with big-city amenities. Strategically located at the intersection of I-35E and I-35W, the City offers direct regional connectivity and convenient access to major airports, rail transit, and employment centers across the Dallas–Fort Worth metroplex.

A full-service city with a general aviation airport and strong multimodal transportation links. The local economy is anchored by major employers such as Peterbilt Motors, Jostens, Southwire/United Copper Industries, Acme Brick, Stulz, and multiple national distribution centers.

Denton is also a hub of music, arts, and culture, home to acclaimed festivals and a thriving creative community. Residents enjoy extensive parks and natural areas, including more than 6,000 acres of parkland, along with year-round recreation and community events.

As a true college town, Denton is home to the University of North Texas, Texas Woman's University, and North Central Texas College, whose combined enrollment is more than 55,000 students. The historic downtown square, anchored by the 1896 courthouse, features local shops, restaurants, and live music venues, and Denton proudly holds the title of Halloween Capital of Texas.



POPULATION
166,258



MEDIAN HOUSEHOLD INCOME
$76,019



MEDIAN HOME VALUE
$348,200

MEDIAN MONTHLY RENT
$1,420

History 

Tourism 

GOVERNANCE & ORGANIZATION

Denton operates under a council-manager form of government. Council establishes policy and priorities and the City Manager implements Council direction and leads operations. The seven-member Council includes the Mayor, two at-large Council members, and four district Council members. Denton's strategic priorities are organized around six core focus areas with clear objectives and measurable outcomes, and its Core Values of Inclusion, Collaboration, Quality Service, Strategic Focus, and Fiscal Responsibility guide organizational strategy and daily interactions to ensure a forward-looking, accountable approach to serving a growing community.

THE EXECUTIVE ROLE

The Mayor and Council expect the City Manager to build and develop a strong executive team that delivers dependable services, infrastructure investment, and community priorities. They seek an executive who can translate policy into actionable work, clearly explain trade-offs, ensure accountability across departments, and make timely, well-delegated decisions while strengthening systems for a growing city. Internal visibility and strong external relationships are essential; the City Manager should understand the needs of businesses, neighborhoods, employers, and institutions.





IDEAL CANDIDATE

The ideal candidate brings financial and operational expertise, decisive follow-through, and the ability to translate policy into results while sustaining trust through growth and change. They should be visible in the organization and community, understand stakeholder needs, and demonstrate a record of developing leaders, managing risk, reconciling competing interests, and delivering sustained results.

A successful candidate will appreciate Denton's distinctive culture, its neighborhoods, universities, arts, businesses, and civic engagement, and show the ability to listen, learn, and adapt effectively.

EXPERIENCE & QUALIFICATIONS

REQUIRED:

- Master's degree in Public Administration, Government, Business Administration, or a related field.
- Eight years of experience in municipal government or public administration.
- Two to five years as a City Manager, Assistant City Manager, or Deputy City Manager.

PREFERRED:

- Skill in financial forecasting, capital financing, debt and rate strategy, risk assessment, and coordinated infrastructure delivery in a growing community with aging assets.
- Strong Council relationships, executive-team development, employee trust, and cross-department implementation.
- Success working with engaged, diverse communities and sustaining partnerships with universities, businesses, nonprofits, and intergovernmental entities.



SALARY & BENEFITS

The City of Denton offers a comprehensive and competitive executive compensation and benefits package. The base salary range is **$325,000 to $350,000**, depending on qualifications. Regular full-time employees are eligible for medical, dental, vision, life and disability insurance, spending accounts, and other voluntary benefits. Retirement is provided through the **Texas Municipal Retirement System,** with employees contributing 7% and the City providing a **2:1 match**. For the selected City Manager, the amount of any additional employer contribution toward the employee's retirement contribution, along with other executive benefits and allowances, will be **negotiated as part of the final compensation package.** Paid leave and relocation assistance are also provided, with certain executive-level benefits subject to final negotiation.

HOW TO APPLY

Apply Here

For more information, contact:

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The City of Denton is an Equal Opportunity Employer and does not discriminate on the basis of race, color, religion, sex, national origin, age, disability, or any other protected status. Finalists will be subject to a comprehensive background investigation.