



DIRECTOR OF DEVELOPMENT SERVICES

Annual Salary:
\$122,000 – \$187,000, DOQ

Missouri City, Texas
(Fort Bend County,
Greater Houston Region)



Are you an approachable, credible development professional who can turn sound planning into a predictable, customer-friendly development experience? Are you ready to help guide how a diverse Houston-area community grows? If so, the City of Missouri City invites you to apply to become its next Director of Development Services.

Reporting to the City Manager's Office, the Director leads planning and zoning, permits and inspections, and community development, combining sound professional judgment with an approachable leadership style, clear communication, and dependable execution.

We're seeking a development services leader who is:

- A strategic planner who connects adopted policy to practical, consistent recommendations
- A service-minded manager who builds timely, reliable review and inspection processes
- A team builder who develops staff and creates systems that endure

If this sounds like you, read on to learn more about this opportunity!

ABOUT THE COMMUNITY

Missouri City, Texas, known as the “Show Me City,” is a vibrant and diverse suburban community immediately southwest of Houston, located primarily in Fort Bend County with a smaller portion in Harris County. Major corridors including U.S. 90A, State Highway 6, Beltway 8, and the Fort Bend Toll Road connect residents to Houston’s employment centers, the Texas Medical Center, two major airports, and the region’s professional sports, arts, and cultural venues, offering big-city amenities alongside a suburban lifestyle.

The community’s roots trace to the early 1890s, when Houston investors began marketing farmland southwest of the city; the town took its name in 1893 from promotional ties to St. Louis, Missouri. Incorporated in 1956, Missouri City adopted the council-manager form of government in 1974 and has grown steadily ever since. Today it offers a balanced mix of established neighborhoods and newer master-planned communities, with an economy expanding beyond its residential base toward commercial investment, employment growth, and redevelopment.

Diversity is one of the City’s defining strengths. Residents are 38.7% Black, 19.0% Asian, and 20.8% Hispanic or Latino, and nearly one in four was born outside the United States. That rich mix of cultures, incomes, and housing types shapes a welcoming community with a strong sense of civic pride and engagement.

Quality of life is a point of pride, with more than 20 parks and over 500 acres of parkland, extensive walking and biking trails, the Recreation & Tennis Center, Quail Valley Golf Club, and the Edible Arbor Trail. Families are served by Fort Bend ISD, and higher education is close at hand at Houston City College, Rice University, and the University of Houston.



POPULATION
77,327



MEDIAN HOUSEHOLD INCOME
\$94,390



MEDIAN HOME VALUE
\$311,400

AVERAGE MONTHLY RENT
\$1,931

History



Tourism



ABOUT THE CITY OF MISSOURI CITY

The City of Missouri City is a home-rule municipality delivering a full range of services to residents and businesses with approximately 500 employees. The City’s adopted FY 2027 budget totals approximately \$305.9 million in expenditures, including an \$84.4 million Capital Improvement Plan investing in transportation, drainage, utilities, parks, and facilities, and adds 15 positions to strengthen service delivery.

Missouri City is a zoned municipality known for high standards for development and neighborhood quality. Current priorities include an update of the comprehensive plan, a financial evaluation of annexation, and study of potential utility consolidation, including possible dissolution of existing municipal utility districts where prudent. Together, these efforts position the City to manage its next stage of growth thoughtfully, balancing new development with reinvestment in established neighborhoods and commercial areas.

GOVERNANCE & ORGANIZATION

Missouri City operates under the council-manager form of government. The seven-member City Council includes the Mayor and two Council Members elected at large and four Council Members elected from single-member districts, all serving staggered three-year terms. Council appoints the City Manager, who oversees daily operations, as well as the City Attorney, City Secretary, and Municipal Court Judge.

The Director of Development Services works closely with the Planning and Zoning Commission, the Zoning Board of Adjustment, and City Council, and partners with Public Works, Fire, Economic Development, Neighborhood Services, Legal, Finance, and technology staff to deliver a coordinated City response to development.



ABOUT THE JOB

The Director of Development Services is a member of the City's leadership team and reports to the City Manager's Office. As the senior professional in the department, the Director provides strategic leadership, directs daily operations, advises the administration on planning and development matters, develops staff, manages resources, and coordinates a clear application-to-completion process across participating departments.

The role carries both a policy charge and a service charge: translate the Comprehensive Plan into sound recommendations and ordinances, and ensure a fair, consistent, and effective development process with the goal of facilitating, rather than simply regulating, appropriate development.

The successful candidate will provide leadership for:

- Development, implementation, and continuous improvement of the Comprehensive Plan, including land use, annexation, and demographics
- Zoning administration, planned development and specific use reviews, subdivision and plat review, and design review
- Updates to subdivision, sign, and landscaping ordinances and architectural overlay districts
- Staff recommendations and support to the Planning and Zoning Commission and Zoning Board of Adjustment
- Permitting and inspections through the Chief Building Official's office
- Administration of the City's Community Development Block Grant funds
- Administrative support to the City Development Authority, Tax Increment Reinvestment Zones, and Public Improvement Districts
- Department budget, staffing, technology, and performance reporting

Full Job Description



DEPARTMENT STRUCTURE

Development Services brings together the City's planning, permitting, inspection, and community development functions in one department.

DIVISIONS REPORTING THROUGH DEVELOPMENT SERVICES

- Planning and Zoning
- Permits and Inspections (Chief Building Official)
- Community Development Block Grant (CDBG)

ORGANIZATIONAL QUICK FACTS

- **FY 2027 Citywide Adopted Budget:**
Approximately \$305.9 million
- **FY 2027 Capital Improvement Plan:**
Approximately \$84.4 million
- **Citywide Employees:** Approximately 500
- **Permits Issued (October 2025 – April 2026):** 3,007, with approximately \$453 million in estimated valuation
- **Building and Planning Inspections (October 2025 – April 2026):** 8,536
- **Development Review (October 2025 – April 2026):** 30 plat applications and 43 pre-development meetings



KEY INITIATIVES

The next Director will step into a department with real momentum and a clear set of opportunities, including:

Comprehensive Plan and Quality Growth

The City is updating its comprehensive plan while evaluating annexation and studying potential utility consolidation. The Director will help carry this work into implementation, aligning ordinance updates and staff practices with adopted direction and applying policy consistently to new development while supporting reinvestment in established neighborhoods and commercial areas.

A Predictable Development Experience

Applicants should clearly understand submission requirements, review steps, responsible contacts, and expected response times. The Director will strengthen intake, completeness review, routing, consolidated comments, and closeout, establishing baselines for measures such as first-review response time and cycle time, and pairing speed with accuracy, consistent standards, and documented decisions.

A Coordinated City Response

With an \$84.4 million capital program underway, development decisions must align with transportation, drainage, and utility capacity. The Director will bring reviewers from Public Works, Fire, Economic Development, and other departments together to identify issues early, communicate consistent comments, and resolve conflicting guidance through a defined process.

Building on Technology Gains

Recent EnerGov and self-service portal improvements, inspection tracking, text-based inspection services, and automated follow-up on inactive permits give the department a strong foundation. The Director will build on that progress with disciplined processes, useful data, staff adoption, and clear applicant guidance.

Team Development

The Director will coach division leaders, clarify decision authority, support training and professional growth, and build a team, and systems, that endure through leadership transitions, with shared accountability for responsive service and follow-through.



THE IDEAL CANDIDATE

The ideal candidate is an approachable, credible development professional who can lead a multidisciplinary department, explain complex requirements in plain language, resolve competing interests, and earn trust through consistent decisions and follow-through. They will bring sound land-use and planning judgment and the ability to connect adopted policy to practical recommendations and daily administration.

Emotional intelligence, humility, and calm judgment are essential. The next Director will handle disagreement constructively with residents, applicants, colleagues, and elected officials, and will pair a customer service orientation with consistent standards, timely communication, and professional integrity. A track record of process improvement, staff development, budget management, and execution through a team will set candidates apart.

Experience with comprehensive plan implementation, redevelopment, master-planned communities, and a meaningful mix of residential and commercial activity is valued, as is experience coordinating building officials, planners, engineers, fire reviewers, and economic development professionals. Familiarity with development agreements, utility districts, extraterritorial jurisdiction issues, federally funded community development programs, and permitting technology, along with Texas experience, will be a plus.



EXPERIENCE & QUALIFICATIONS

Required:

- Bachelor's degree in planning, public administration, or a closely related field from an accredited college or university
- Minimum of ten (10) years of professional experience with increasing levels of responsibility
- Valid Class C driver's license and a good driving record

Preferred:

- Master's degree in planning, public administration, or a closely related field from an accredited college or university
- American Institute of Certified Planners (AICP) certification
- Eight (8) years of professional experience as a Director or Assistant Planning Director in a municipal setting, or at a closely related level of responsibility

The City may consider an equivalent combination of education, training, and experience.

SALARY & BENEFITS

The City of Missouri City offers a competitive salary and a comprehensive benefits package designed to support employees' health, financial security, and professional growth.

Compensation

- Salary range of \$122,000 – \$187,000, DOQ
- Vehicle and phone allowances for select leadership and executive positions
- Relocation assistance may be available
- No residency requirement

Health & Wellness

- Choice of three Cigna medical plans (EPO, HSA, and PPO)
- City contribution to a Health Savings Account for employees on the HSA plan: \$1,500 for employee-only coverage and \$2,750 for employee plus dependent coverage (2026 plan year)
- Cigna dental (HMO and PPO) and VSP vision coverage
- City-paid basic life and AD&D insurance (\$50,000 employee coverage) and long-term disability insurance (66.67% of salary, up to \$10,000 monthly)
- Flexible Spending Accounts, Employee Assistance Program, employee fitness center, and voluntary Aflac supplemental products

Retirement

- Texas Municipal Retirement System (TMRS) defined-benefit plan with a 2:1 City match on employee contributions, vesting after five years of service
- Social Security participation
- 457(b) deferred compensation through MissionSquare, including Roth options

Paid Leave

- Paid vacation and sick leave
- 12 paid holidays

Professional Development

- Employee development and educational reimbursement programs

HOW TO APPLY

Apply Here



For more information on this position, contact:

Clay Pearson, Senior Vice President

claypearson@governmentresource.com | (713) 816-8639

The City of Missouri City, Texas, is an Equal Opportunity Employer and values diversity in its workforce. Applicants selected as finalists will be subject to a comprehensive background check.