

CITY ENGINEER



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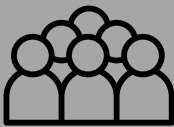
LOCAL LIFESTYLE

Bonham, Texas, is a vibrant city of approximately 11,000 residents located in the scenic Texoma region, serving as the county seat of Fannin County. This close-knit community has recently embraced substantial growth, supported by new infrastructure projects and strategic development. With a secure and sustainable water supply, along with abundant recreational options like boating, fishing, and scenic walking trails, Bonham offers residents a high quality of life in a beautiful setting. Enhanced accessibility through expansions to key roadways has positioned Bonham as an attractive destination for new residents and businesses alike. Located about 30 minutes from both McKinney and Sherman, Bonham provides convenient access to urban amenities while retaining its small-town charm.

Projections indicate that Bonham's population will reach 18,000 by 2030, with potential long-term growth up to 93,000 residents. This trajectory is fueled by Bonham's thoughtful planning and its appeal to those seeking a balanced lifestyle that blends small-town charm with easy access to outdoor recreation and urban conveniences. The city's leadership is committed to managing this growth while preserving Bonham's historic character and community-centered values, making it a desirable place for both long-time residents and newcomers.

Education is a cornerstone of the Bonham community, with the Bonham Independent School District offering a supportive and engaging environment for students. Bonham ISD emphasizes both academic excellence and personal growth, equipping students with the skills they need to thrive in a growing region. Local families benefit from the district's strong community involvement and a wide array of programs designed to enrich students' educational experiences.

With a revitalized downtown, unique shops, local cafes, and community-focused events, Bonham embodies a welcoming spirit that draws residents together. The city stands poised for the future, honoring its heritage while embracing growth and new opportunities in the Texoma region.



Population
10,408



Median Income
\$53,899



Median Home Value
\$265,000

WORKPLACE CULTURE

Bonham, Texas, is dedicated to fostering a workplace culture rooted in collaboration, accountability, and community impact. With a strong focus on public service excellence, the city creates an environment where employees work together to enhance residents' quality of life. Reporting directly to City Manager Sean Pate, the new City Engineer will play an essential role in Bonham's mission of providing reliable, high-quality services as the city experiences rapid growth.

City Manager Sean Pate brings over 20 years of experience in city government, along with a background in infrastructure management and organizational leadership. Known for his participative management style, Sean encourages a team-oriented approach that empowers employees to actively engage in decision-making. This inclusive approach instills a sense of ownership within the organization, motivating employees to pursue both personal and community goals. Sean's extensive expertise and vision for strategic growth provide a solid, supportive foundation for new leaders within Bonham.

This is a pivotal opportunity for a forward-thinking City Engineer to shape Bonham's future, guiding critical infrastructure projects and implementing sustainable solutions that will impact the city for generations. Bonham's commitment to innovation, public service, and community offers an inspiring environment for leaders ready to make a lasting mark on this vibrant, evolving city.



POSITION OVERVIEW

The City Engineer will lead Bonham's essential infrastructure and oversee the Public Works Director in a role that is instrumental in shaping the city's future. This position manages infrastructure projects and ensures that critical city services such as water, sewer, stormwater, and street maintenance align with Bonham's growth plans. Reporting directly to the City Manager, the City Engineer will collaborate closely with city leadership to drive projects that support Bonham's vision for sustainable development and high-quality public services.

This position oversees a diverse range of divisions, including Utilities, Streets, and Equipment Services, each supported by dedicated teams committed to maintaining and improving city infrastructure. The City Engineer will lead a team of experienced directors comprising the Utilities Department, the Street Department, and Equipment Services, as well as coordinate with the airport manager on an as-needed basis. The City Engineer will play a vital role in planning for future infrastructure upgrades and implementing citywide improvements to meet the demands of Bonham's expanding population.

A strong leadership team is in place, providing valuable support and continuity for the different divisions. These seasoned team members oversee many day-to-day operations, ensuring that city services run smoothly and efficiently. With this solid foundation, the new City Engineer can focus on strategic leadership, project planning, and creating impactful solutions that align with Bonham's goals for long-term growth and sustainability.



WHAT WE'RE LOOKING FOR

The ideal candidate will be a highly qualified professional who combines technical expertise with a passion for community service and strategic planning. This essential role requires an individual capable of guiding the city's infrastructure development helping Bonham meet the demands of a growing population while maintaining its commitment to quality, sustainability, and community well-being.

Minimum Requirements:

Education and Licensure: A bachelor's degree in civil engineering or a closely related field is required, along with a Texas Professional Engineer (P.E.) license or the ability to obtain one within a designated timeframe.

Experience: At least 5 years of experience in municipal engineering, with a proven record of project management and oversight in infrastructure, utilities, or related fields.

Management Skills: Demonstrated experience in a supervisory role, with the ability to manage teams effectively and work collaboratively with various departments and community stakeholders.

Technical Knowledge: Proficiency in civil engineering principles, including water and sewer systems, stormwater management, and street maintenance, along with familiarity with regulatory standards and compliance requirements.

Preferred Qualifications:

Professional Certifications: Additional certifications in municipal engineering.

Leadership Background: Extensive experience leading large-scale municipal projects, managing budgets, and implementing strategic infrastructure plans.

Community Engagement: A commitment to community-focused public service, effective communication with residents, and fostering collaborative partnerships that support Bonham's growth and development goals.

COMPENSATION AND BENEFITS

The Engineer/Public Works Director position offers a competitive salary range of **\$140,000 to \$170,000**, depending on qualifications and experience. Bonham provides a robust benefits package designed to support both personal and professional well-being.

Key benefits include:

Retirement Plan: Participation in the Texas Municipal Retirement System (TMRS) with a 2:1 employer match at 6%.

Health Insurance: Comprehensive health, dental, and vision coverage to support the health needs of employees and their families.

Paid Time Off: Generous paid time off, including vacation, sick leave, and holidays.

Professional Development: Opportunities for ongoing training and professional growth, ensuring the City Engineer/Public Works Director can stay current with industry standards and best practices.

This compensation package reflects Bonham's commitment to attracting a skilled, dedicated leader for this vital role.



HOW TO APPLY

Apply immediately - this recruitment will close once a strong pool of candidates has been established!

Please email your cover letter and resume in .pdf format to applybonham@clearcareerpro.com

Faxed and mailed submissions will not be considered.

For more information on this position contact:

Michael Boese, President

michael@clearcareerpro.com

[\(972\)837-0916](tel:(972)837-0916)

Candidate materials will be evaluated based on the criteria outlined in this brochure. Those identified as the most qualified will be invited to participate in the selection process. The City of Bonham will oversee the subsequent stages of the selection process following the initial review. Please note that appointment is contingent upon the successful completion of a comprehensive background check and reference verification.

RESOURCES

Bonham City Website: <https://www.cityofbonham.org/>

Fannin County Website: <https://www.co.fannin.tx.us/>

Bonham ISD Website: <https://www.bonhamisd.org/>



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