

**CITY OF
LAMESA** **TEXAS**

CITY MANAGER



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WELCOME TO LAMESA

Located on the high plains of West Texas, Lamesa is the county seat of Dawson County and home to just under 9,000 residents. The community sits about an hour from both Lubbock and Midland, giving residents and businesses small-town ease with quick access to larger regional employment, shopping, and healthcare hubs. This connectivity positions the community as a strategic center for agriculture, energy, transportation, and regional commerce.

Founded in 1903, and named for the “tabletop” plains that surround it, Lamesa became the Dawson County seat in 1905. Rooted in cotton, cattle, and oilfield services, the city has grown into the area’s banking, healthcare, and education hub while retaining a strong agricultural identity.

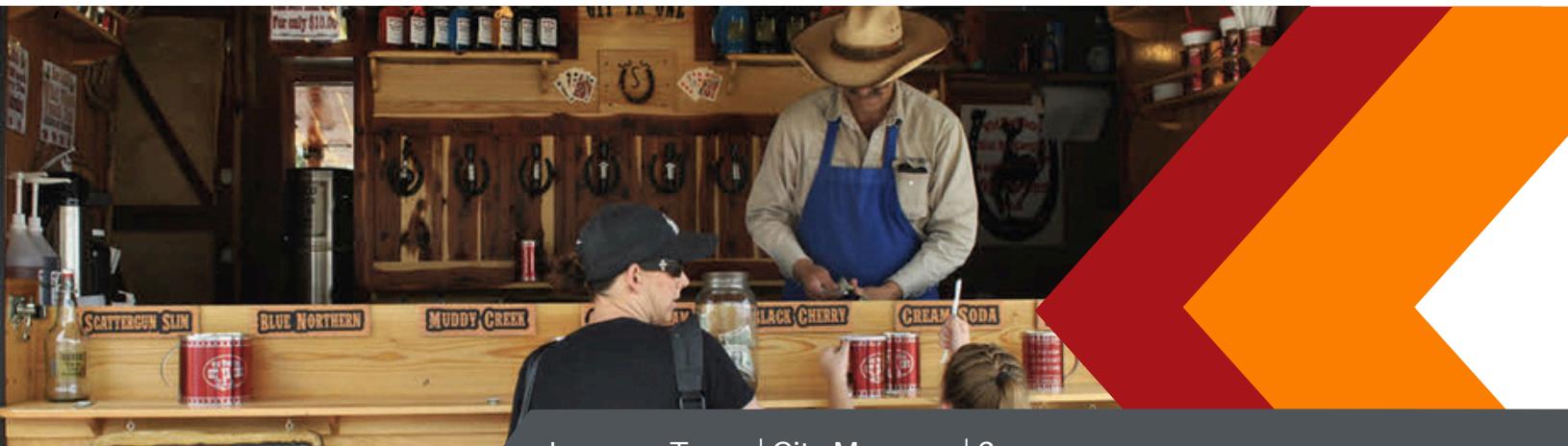
Lifestyle in Lamesa reflects its motto, “Together, Progress with a Purpose.” Residents enjoy Friday-night lights with the Golden Tornadoes, local access to higher education through the Howard College Lamesa campus, and a calendar of community events highlighted by the annual Chicken Fried Steak Festival, for which the State of Texas has officially recognized Lamesa as the legendary home of the dish. Lamesa’s wide-open skies, short commutes, and neighborly culture make it an ideal place to call home.

ORGANIZATION & CULTURE

Lamesa operates under the council-manager form of government as a Texas home-rule city. Policy leadership rests with a seven-member City Council; a Mayor elected at-large and six councilmembers elected from single-member districts, while the City Manager serves as the chief administrative officer, appointed by and reporting directly to the Council. In keeping with the Charter, the Council works with the organization through the City Manager, who is responsible for the efficient administration of all departments and for keeping the governing body well-informed.

Lamesa is a full-service municipal organization with approximately 102 employees delivering police and fire (through a strong combination department), streets and infrastructure maintenance, water and wastewater utilities, sanitation, code enforcement and inspections, parks and recreation, and general administrative services including finance, HR, municipal court, and city secretary functions. The community is also supported by a strong local economic development network through the Lamesa Economic Development Corporation (LEDC) and the Lamesa Economic Alliance Project (LEAP), which function as Type A and Type B 501(c)(3) organizations. The total annual city budget is about \$14.5 million, encompassing both the General Fund and enterprise operations. For the new City Manager, this scale offers the opportunity to be closely connected to daily operations while still working at a truly strategic level.

Culturally, Lamesa is a relationship-driven organization that values loyalty, strong work ethic, and direct communication. Many employees are long-tenured and deeply rooted in the community; they take pride in “getting the work done” and want a City Manager who trusts them as professionals, sets clear expectations, and supports them publicly. Department heads are looking for a leader who brings financial discipline and modern management practices, but who also listens, explains the “why” behind decisions, and allows subject-matter experts to do their jobs without micromanaging. The Council, staff, and community are ready to partner with the next City Manager to strengthen internal culture, improve communication, and build a high-performing team that reflects Lamesa’s values.



Imagine starting your day with a five-minute commute, a quick stop for coffee where people greet you by name, and a walk into City Hall where your team is small enough to know personally but large enough to make a real impact.

As Lamesa's City Manager, your professional life is rooted in direct access and real relationships. You'll work closely with a Mayor and Council who expect honesty, preparation, and no surprises, and who look to you as their primary advisor on policy, finance, and operations. Your calendar will include regular one-on-ones with department heads, staff walk-throughs in the field, and time blocked for the strategic work: budgets, capital planning, economic development and partnerships.

You're visible and approachable. It's normal for you to step out to a ballgame, a civic club lunch, or a neighborhood meeting and come away with three new ideas and a handful of follow-ups. Residents recognize you, and you're comfortable explaining complex issues in plain language.

Personally, you enjoy the rhythm of small-town West Texas life: shorter lines, familiar faces, and the ability to be present with your family or loved ones at school events, church, or community activities without losing hours on the road. Cost of living is manageable, and your time is spent more on people than on traffic.

In Lamesa, you're not just managing an organization, you're woven into the life of a community that will quickly feel like home.

**SEE
YOURSELF
HERE**



OPPORTUNITIES & CHALLENGES



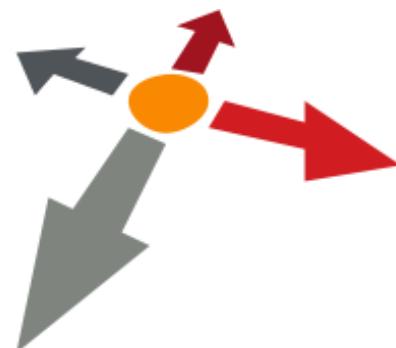
Lamesa is at a moment where the right City Manager can help shape what the next decade looks like.

KEY OPPORTUNITIES:

- Leverage Lamesa's position to attract logistics, energy, and ag-related investment.
- Work with the EDC, builders, and regional partners to expand housing options and support neighborhood reinvestment.
- Strengthen internal culture by building on a loyal workforce and formalizing leadership development, succession planning, and clear performance expectations.
- Advance long-range water, sewer, and street improvements that are already being planned, turning technical projects into visible community wins.
- Lead the rebranding initiative, currently underway in partnership with our EDC and the Chamber of Commerce, to develop a more cohesive and recognizable identity.
- Work with TxDOT and regional partners to ensure the east and west I-27 segments converge at Lamesa, a decision that is paramount to the city's long-term economic future.

KEY CHALLENGES:

- Address aging water, sewer, and street infrastructure.
- Respond to slowly declining population trends by focusing on retention and attraction of residents, employers, and talent.
- Balance ambitious expectations for visible projects with a lean staff structure where many leaders wear multiple hats.
- Maintain consistent, clear communication with Council, staff, and the public.



THE IDEAL CANDIDATE

Minimum Qualifications:

- Bachelor's degree in public administration, business, political science, or a related field, with a strong background in administrative management, finance, and municipal law.
- At least three years of experience as a city manager or assistant city manager, or equivalent senior municipal leadership experience.
- Texas Residency (Legal Requirement) – Must have been a resident of the State of Texas for at least twelve (12) months immediately preceding the date of appointment as City Manager. Candidates who cannot meet this requirement at the time of appointment are not eligible under the City's adopted Charter framework.
- Local Residency Expectation – Must either currently reside in, or be willing to relocate to, Dawson County within a reasonable period after appointment.

Preferred Qualifications:

- Certified Public Manager (CPM) Certification or a Master's Degree in public administration, business administration, urban affairs, or a closely related field.
- Progressive leadership experience in Texas local government, ideally in full-service or multi-department cities with rural or regional service roles.
- A track record of modernizing operations, including implementing new software platforms, digitizing paper-based processes, and thoughtfully leveraging data analytics and emerging tools such as AI-assisted workflows to improve service delivery and transparency.
- Experience working closely with water, wastewater, streets, solid waste, and capital projects, with an understanding of enterprise operations and rate-based utilities.
- Familiarity with EDC tools, incentives, and housing strategies (e.g., grants, 380-type agreements, public-private partnerships) and the ability to help the community think long-term about growth and reinvestment.

COMPENSATION & BENEFITS

SALARY RANGE:

The Lamesa City Manager position offers a competitive annual salary range of \$120,000 – \$130,000 annually, commensurate with qualifications and experience.

BENEFITS:

- Retirement at 25 years through TMRS (7% employee / 1.5:1 match)
- Medical, dental, vision insurance
- Paid vacation, holidays, sick leave
- Vehicle allowance
- Professional membership & development opportunities
- Twelve Paid Holidays
- Relocation Assistance Available

This entity is an Equal Opportunity Employer committed to building a workforce that reflects the diversity of the communities it serves. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity or expression, national origin, age, disability, veteran status, genetic information, or any other protected status under applicable law.





APPLICATION DEADLINE:

5 p.m. | Friday | January 16, 2026

Email Cover Letter and Resume in PDF Format to:

ApplyLamesa@clearcareerpro.com

Faxed and mailed submissions will not be considered.

For more information on this position contact:

Mike Boese, President
Clear Career Professionals, LLC
michael@clearcareerpro.com
(214) 550-2850 Ext. #4



A special episode of The Clear Voice podcast featuring Lamesa community leaders and an in-depth discussion of this opportunity will be released alongside this brochure.

Follow The Clear Voice on Spotify, Apple, Amazon Music, or YouTube to listen and learn more about Lamesa's vision and priorities.



Candidate materials will be screened in relation to the criteria described in this brochure. Candidates deemed to be the most highly qualified will be invited to participate in the selection process. The selection process will include virtual interviews with the most qualified candidates and final interviews with the City and its representatives. Appointment is subject to completion of a thorough background and reference verification.