



Assistant Director of Engineering City of McKinney, Texas

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Local Lifestyle

McKinney, Texas, (population of around 220,000), has a unique, rich, and diverse spirit with a vibrant present and promising future. Located along US 75, in the northeastern corner of the Dallas-Fort Worth metroplex, McKinney's population has more than doubled every ten years since 1990 and is expected to reach over 350,000 once the community is built out. McKinney is just 30 miles north of downtown Dallas and is the county seat of Collin County.

Throughout its growth, McKinney has maintained its sense of community and dedication to community engagement. The Unique by Nature brand is more than a tagline - it represents a way of life in a community that willingly works together to make McKinney a great place in which to live, work and raise a family. The city continues to invest in parks, recreation areas and well-planned open space, ensuring that as the community grows, it retains its livability and sense of place. The many and varied recreational opportunities include hiking and biking trails, aquatic centers, and splash pads throughout the city parks and a full array of adult and youth sports including golf, soccer, tennis, baseball, softball and more. The city offers numerous festivals throughout the year including holiday events, outdoor music, and art fairs. Residents also benefit from all the cultural amenities within the Metroplex.

The city is known for its diversity of housing options located on beautiful tree-lined streets and its outstanding educational system. The highly rated McKinney Independent School District, as well as excellent area private schools, provide quality education to over 24,500 students in grades K-12. All three McKinney ISD high schools rank in the top 5% of the nation's high schools. McKinney also offers easy access to higher education as the home to Collin College and branches of the University of North Texas, Texas A&M - Commerce and the University of Texas at Dallas at the Collin Higher Education Center.

In addition to its thoughtful residential development, McKinney has been an important destination for business leaders. The city has attracted companies like Raytheon, Wistron Green Tech, Torchmark, Emerson Process Management, Tong Yang, Simpson Strong Tie, Tenant Tracker, Manner Plastics, Dynacraft and Traxxas. Homegrown companies like Encore Wire, Newtoy (now Zynga), RMCN and Brandon Industries have also thrived in McKinney. The city has been a leader in sustainable developments, and its historic business district is one of the largest and most successful in the state.



Population
220,000



Median Income
\$98,317



Median Property Value
\$520,000

How You Fit Here

The City of McKinney (mckinneytexas.org) operates under the Council-Manager form of government with home rule status. The current City Manager was appointed in 2015. The City Council consists of seven voting members, four of which are elected from districts and two members plus the mayor are elected at large. All members are elected to four-year terms, with a limit of two terms per office.

The City of McKinney is a large organization with 1,340 FTEs and a \$849 million budget. The City's fiscal policies have resulted in a AAA bond rating from S&P and Moody's. In addition to being a full-service municipality, McKinney serves as the county seat of Collin County and is home to the McKinney Performing Arts Center (the former Collin County Courthouse) and the McKinney National Airport, a full-service general aviation airport and the award-winning McKinney Air Center.

Working for the City of McKinney is more than a job. It is an opportunity to make a meaningful difference in the lives of others. It is also an opportunity to be a part of a high-performance organization that values collaboration and works at a fast and dynamic pace. Named on the Top Workplaces USA list by USA TODAY, ranking No. 72 among companies with 1,000-2,499 employees. The city was automatically considered for this national recognition after being named by The Dallas Morning News this past November as a Top Workplace in the DFW region, the only municipality to earn that distinction.



Workplace Culture

The Engineering Department for the City of McKinney is guided by an experienced and dynamic leadership team committed to delivering quality infrastructure and services. The Department is led by Gary Graham, an accomplished professional with 28 years of experience in consulting and local government. With a strong foundation in traffic engineering, Gary brings a deep understanding of both technical expertise and public service to his role, ensuring the department operates efficiently and effectively.

Supporting Gary are two assistant directors who oversee day-to-day operations and collaborate on strategic initiatives. One of these leaders, Matt Richardson, has dedicated 21 years to municipal government in various cities across the Dallas-Fort Worth region. As an infrastructure generalist, Matt brings a wealth of knowledge and practical experience to his role, contributing to the department's ability to address diverse community needs. The second assistant director position is currently open, offering an exciting opportunity to join this accomplished team.

Rounding out the leadership structure are several group managers who specialize in core departmental functions. These managers lead teams responsible for Capital Improvements, Development Review, Transportation, Environmental Services, and Construction Inspection. Together, the department's leadership team ensures McKinney's infrastructure and growth are managed thoughtfully, with a focus on sustainability and community impact.



Position Overview

At McKinney, being an Assistant Director in the Engineering Department means becoming part of a dynamic and innovative team committed to excellence. Our workforce is highly motivated and thrives on using cutting-edge technology to enhance efficiency and deliver exceptional services to our rapidly growing community. With the city's fast-paced development and a rich history dating back to its establishment in 1848, the role requires balancing the replacement of aging infrastructure with the implementation of innovative solutions to support new growth.

This position also comes with the responsibility of overseeing a substantial portion of the city's capital improvements budget. Over the next five years, McKinney's total capital improvements budget is approximately \$2.5 billion, with \$1.25 billion dedicated to CIP programs related to Streets, Drainage, Traffic, Water, and Wastewater projects. As Assistant Director, you'll play a key role in managing these critical projects, ensuring they align with the city's mission and development goals.

This position offers you the autonomy to make impactful decisions and provide direction that aligns with both the department's goals and the City's mission. Our culture emphasizes proactive leadership, empowering you to take initiative, adapt to evolving challenges, and guide your team toward success. If you're ready to make a difference and lead with purpose in a thriving, forward-thinking community, McKinney is the place for you.

As part of the City's high-performance organization, the Assistant Director is expected to:

- Demonstrate an understanding of how team, department, and City goals are interconnected.
- Foster a positive work culture and contribute to team development.
- Take initiative, act on long-term vision, and provide leadership and growth opportunities for staff.
- Assess and enhance personal and team performance.
- Lead by example with teamwork, reliability, and a continuous commitment to professional growth.

With a focus on innovation and service excellence, this role offers the opportunity to make a meaningful impact on McKinney's infrastructure and the quality of life for its residents.



What We're Looking For

MINIMUM QUALIFICATIONS

Any work related experience resulting in acceptable proficiency levels in the below Minimum Qualifications may be an acceptable substitute.

- Bachelor's degree in Civil Engineering and ten (10) years of increasingly responsible engineering experience including supervisory experience in engineering programs. Texas Professional Engineer License or ability to acquire in six (6) months.

PREFERRED QUALIFICATIONS

- Master's degree strongly preferred.

CONDITIONS OF EMPLOYMENT

- Must pass a drug screen and background check.
- Must have Class C Texas Driver's License.
- May be required to work nights, weekends, and holidays during special events, storms or natural disasters.



What We Offer

The City of McKinney offers a salary range of \$122,147 - \$177,118, commensurate with the selected candidate's experience and qualifications. In addition to competitive compensation, the City provides a benefits package designed to support employees' health, well-being, and work-life balance.

Health and Wellness Benefits

Comprehensive medical insurance with dental and vision options
Employer-provided term life insurance

Time Off and Leave

Paid holidays
Vacation leave
Sick leave and parental leave

Retirement Benefits

McKinney participates in the Texas Municipal Retirement System (TMRS), which includes a 7% employee contribution matched at a 2:1 ratio by the City, offering a strong foundation for long-term financial security.





How To Apply

The position is open until filled.

First Review Deadline: 5 p.m. Friday, January 31, 2025

Please email your cover letter and resume in .pdf format to applymckinneyADE@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 McKinney 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

City Website:

www.mckinneytexas.org

County Website:

www.collincountytx.gov

ISD Website:

www.mckinneyisd.net



The City of McKinney is an Equal Opportunity Employer and does not discriminate on the basis of race, color, religion, national origin, sex, age, disability, genetic information, or any other status protected by law or regulation. It is the City's intention that all qualified applicants be given equal opportunity and that selection decisions are based on job-related factors.