



DIRECTOR OF PUBLIC WORKS



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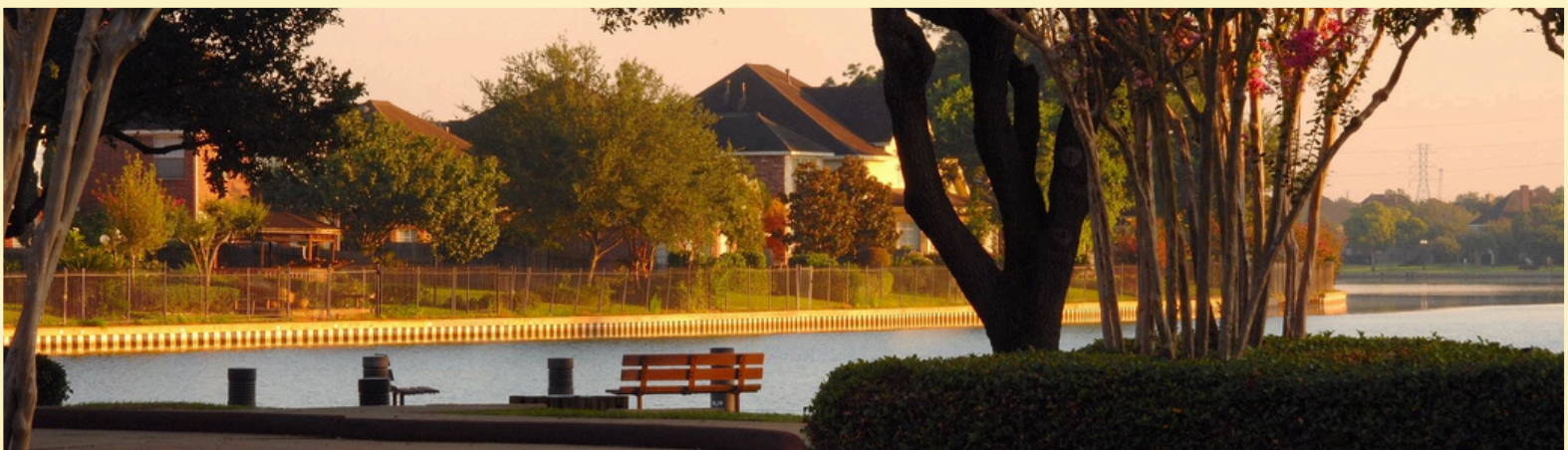
WELCOME TO MISSOURI CITY

A vibrant, diverse community located just southwest of Houston in the heart of Fort Bend County, Missouri City is home to 110,026 residents within the city limits and 151,757 when including its ETJ. This growing community offers the perfect balance of suburban comfort and metropolitan access. Its strategic location along major highways like the Fort Bend Parkway and Highway 6 provides easy connectivity to Houston's business centers, airports, and cultural attractions.

Known for its strong sense of community, beautiful master-planned neighborhoods, and high quality of life. With more than 500 acres of developed parkland, over a dozen parks, and nearly 15 miles of multi-use trails, outdoor recreation is central to daily life. The city is also home to the Quail Valley Golf Course and Recreation Complex, a local gem for events, fitness, and family activities.

Families benefit from being served primarily by Fort Bend ISD, a highly regarded school district offering strong academics, specialty programs, and thriving extracurriculars. The city also has access to nearby higher education institutions and career training centers.

Missouri City's blend of community pride, excellent schools, diverse culture, and abundant amenities makes it an exceptional place to live and work.



ORGANIZATIONAL CULTURE

Missouri City is a high-performing, service-oriented organization that values innovation, accountability, and collaboration. Operating under a Council-Manager form of government, the City Council, comprising a Mayor elected at-large, two at-large Council Members, and four single-member district representatives, appoints a City Manager to oversee daily operations. This position will report to the Assistant City Manager.

City leadership fosters a results-driven environment where departments are empowered to lead and encouraged to seek creative, data-informed solutions. With a strong emphasis on transparency and strategic alignment, every department is expected to contribute meaningfully to the broader mission.

The Public Works Department plays a pivotal role in shaping Missouri City's growth, resilience, and quality of life. The department is structured to support internal collaboration and external responsiveness, balancing the needs of infrastructure, engineering, utilities, and development with long-term planning and public engagement.

The next Director of Public Works will join a collaborative leadership team where cross-departmental relationships are essential to success. The Director will be expected to lead with integrity, support professional growth among staff, and serve as a trusted advisor to city leadership.

The organization values leaders with both technical expertise and emotional intelligence, equally effective in the field with crews or in the Council chamber. The Director of Public Works will lead from both the field and the office, building trust through visibility, responsiveness, and a commitment to service.



Missouri City is investing in its infrastructure and its people, and this is your opportunity to lead that charge. As Public Works Director, you'll join a high-performing leadership team committed to service, innovation, and results. With a strong organizational foundation and community support, you'll help shape the systems that keep Missouri City moving.

This isn't a back-office position. You'll be in the field and at the table, working directly with your staff, engaging with residents, and advising city leadership on key decisions. You'll oversee core services like streets, drainage, and utilities, while also driving capital improvements and planning for long-term growth.

You won't just run a department; you'll lead a mission.

In this role, you will:

- Lead a multi-division team of nearly 40 employees, including engineering, CIP, utilities, traffic, and streets
- Supervise three senior leaders: the City Engineer, Assistant Director of Public Works, and Assistant Utilities Director
- Oversee the development and execution of capital projects and infrastructure plans
- Serve as a visible leader, engaging with the public, developers, and regional stakeholders
- Align department operations with the City's strategic plan, budget goals, and service standards
- Promote a culture of safety, professionalism, accountability, and collaboration

SEE YOURSELF HERE

CITY OF MISSOURI CITY'S STRATEGIC GOALS

Create a Great Place to Live

To create a safe, beautiful, active, diverse, unified, and known destination as a place to live.

Maintain a Financially Sound City Government

To maintain a financially sound organization through effectiveness, quality services, infrastructure, and growing the base

Grow Business Investments in Missouri City

To grow more businesses and jobs, as well as optimizing business retention and expansion in Missouri City

Develop a High-Performance City Team

To develop employee performance through working together and producing results

Have Quality Development Through Build Out

To create active lifestyle centers, build and maintain high quality neighborhoods and housing, and ensure effective mobility

OPPORTUNITIES & CHALLENGES

Guided by its mission to provide invaluable public works services to continually enhance the quality of life in our community and its vision to be recognized as leaders in infrastructure excellence while providing exceptional customer service, the department is poised for continued impact.

As the city grows and evolves, the next Director of Public Works will play a central role in shaping infrastructure systems that are efficient, forward-looking, and resilient. This is a leadership opportunity for someone ready to align people, processes, and partnerships for long-term success, delivering on both the operational needs of today and the strategic priorities of tomorrow.



KEY OPPORTUNITIES:

- Shape the City's ultimate build-out by aligning capital investments with long-range growth and development
- Evaluate and optimize service delivery, especially within utilities, to increase efficiency and responsiveness
- Help formulate a future bond program, identifying infrastructure priorities and building internal and public support
- Lead modernization efforts through smart use of technology, asset management, and operational metrics
- Mentor and develop a capable team, fostering internal advancement and cross-functional collaboration



KEY CHALLENGES:

- Navigate overlapping jurisdictions and build consensus with regional agencies and special districts
- Do more with less by creatively leveraging technology, staff capacity, and interdepartmental resources
- Prepare for and respond to natural hazards, positioning the department for long-term resilience and readiness
- Balance day-to-day operational needs with large-scale planning and stakeholder coordination
- Build trust with the community, delivering results that are visible, timely, and tied to public expectations



THE IDEAL CANDIDATE

Missouri City is seeking a results-oriented public works leader with strong technical expertise and a collaborative management style. The ideal candidate is a licensed professional engineer with a proven track record in municipal infrastructure, utilities, and capital project delivery. They are a visible leader, comfortable in the field, in the council chamber, and with the community. This role requires someone who values innovation, builds strong teams, and can align daily operations with long-term strategic goals.

MINIMUM QUALIFICATIONS

- Bachelor's degree in civil engineering, public administration, business administration, or a related field
- Eight (8) years of progressively responsible experience in public works operations or engineering
- Four (4) years of experience in an executive or highly responsible administrative role
- Licensed Professional Engineer (P.E.) in the State of Texas
- Valid Texas Driver's License

PREFERRED QUALIFICATIONS

- Master's degree in a related field
- Experience leading municipal utilities or public infrastructure teams
- Familiarity with capital planning and bond program development
- Relevant certifications (e.g., Floodplain Management, Traffic Operations, Lean Six Sigma, Project Management, Water/Wastewater)

CORE COMPETENCIES

- Leadership & Team Building – Builds trust and motivates high-performing teams
- Strategic Thinking – Aligns department initiatives with long-range city goals
- Technical Expertise – Strong foundation in engineering, CIP, and public utilities
- Communication – Engages confidently with elected officials, staff, and the public
- Problem Solving – Navigates complex challenges with clarity and adaptability
- Service Orientation – Prioritizes community needs and public trust in all operations





COMPENSATION & BENEFITS

Salary Range:

The Director of Public Works position offers a competitive annual salary range of
\$139,000 to \$185,000 DOQE

Benefits:

- Retirement through the Texas Municipal Retirement System (TMRS), with a 7% employee contribution and a 2:1 city match
- Comprehensive health insurance, including medical, dental, and vision coverage
- Paid vacation, holidays, and sick leave
- Tuition Reimbursement
- 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. | Monday | September 29, 2025

Email Cover Letter and Resume in PDF Format to:

ApplyMissouricity@clearcareerpro.com

Applications will be reviewed continuously throughout the duration of this posting. Faxed and mailed submissions will not be considered.

For more information on this position contact:

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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.