



CITY MANAGER

City of Abernathy, Texas

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LOCAL LIFESTYLE

Abernathy, Texas, embodies the best of small-town living with the convenience of a larger city just minutes away. Located about 20 minutes north of Lubbock, Abernathy offers a welcoming, family-friendly atmosphere where neighbors know each other, and community ties run deep.

One of Abernathy's standout features is its exceptional school system. Families are drawn to the city for its strong academic programs, passionate educators, and well-rounded extracurricular activities. From championship-caliber football to a variety of youth sports, students have access to enriching opportunities that help them grow and excel. The school district also partners with local colleges, providing students with pathways to earn college credits before graduation, making it an attractive place for families looking for long-term educational benefits.

Residents of Abernathy take pride in their community's spirit, coming together to celebrate traditions and milestones. The city hosts large, well-attended events such as the Fourth of July Parade and Christmas Parade, which bring families and friends together in celebration. Many residents actively participate in booster clubs, youth sports leagues, and school-sponsored activities, creating a warm and welcoming environment for newcomers.

Safety is a top priority in Abernathy. Parents feel comfortable letting their children ride their bikes to the local store or play at the park without concern. The strong presence of dedicated local law enforcement and first responders ensures the well-being of residents, fostering a sense of security that's hard to find in larger metropolitan areas.

While Abernathy offers the peacefulness and simplicity of small-town life, it also benefits from its proximity to Lubbock. This allows residents to enjoy a quiet, rural atmosphere while having access to major shopping, dining, entertainment, and healthcare options just a short drive away. The convenience of a nearby airport and major highways makes travel easy for both business and leisure.



Population
2,814



Median Income
\$33,214



Median Home Value
\$191,300

WORKPLACE CULTURE

The City of Abernathy is guided by a dedicated and forward-thinking Mayor and City Council, who are deeply committed to ensuring a thriving and well-managed community. With a shared focus on progress, teamwork, and effective governance, city leadership has fostered an environment that values professionalism, collaboration, and long-term planning.

The Mayor and City Council in Abernathy are actively involved in shaping the city's future while respecting the expertise of department heads and staff. Their approach to governance is balanced, professional, and forward-thinking, ensuring that decisions are made with input from both city employees and the community. Council members bring a wealth of experience and a genuine desire to see Abernathy grow and succeed.

City employees are seen as the backbone of Abernathy, and leadership prioritizes a workplace culture that is family-oriented, supportive, and empowering. The City Council understands the importance of work-life balance and fosters an environment where employees are encouraged to thrive both professionally and personally.

A culture of trust and teamwork defines Abernathy's city operations. Employees at all levels—whether in public works, administration, or public safety—work together as one cohesive team, ensuring that the city runs smoothly and efficiently.

Abernathy's leadership team places a strong emphasis on clear communication and accessibility. Regular interactions between the City Manager, Council, and staff ensure transparency, efficiency, and a unified approach to city management. This structure allows for streamlined decision-making, well-informed employees, and a proactive rather than reactive approach to challenges.

The City Council's commitment to long-term planning and responsible governance provides a stable and supportive work environment. The council's vision extends beyond daily operations; they are dedicated to strategic investments in infrastructure, economic development, and employee development, ensuring Abernathy remains a great place to work and live.

HOW YOU FIT HERE

As City Manager of Abernathy, you will find a collaborative and professional environment where leadership values your expertise and supports your success. Under the city's structure, the City Manager is appointed by the Mayor and City Council and serves as the chief executive officer, overseeing day-to-day operations, financial management, and long-term strategic planning.

The City Manager is entrusted with significant responsibility, operating as the primary liaison between city departments and elected officials. You will supervise all city operations, implement council policies, and ensure that Abernathy remains on a path of steady growth and financial stability. The City Manager also directs personnel matters, ensuring staff are supported and working within a culture of excellence and professionalism.

Abernathy's leadership believes in a collaborative approach; one where the City Manager, Mayor, and Council work together to shape policies that best serve the community. Strong communication and mutual respect define these relationships, allowing for an efficient and forward-thinking governance model. The City Manager plays a key advisory role, offering insight and professional recommendations while carrying out the council's vision for the city.

Abernathy's governance is structured under Type A General Law, meaning the City Manager is responsible for overseeing all city departments, preparing and administering the annual budget, and ensuring the city operates efficiently within state and local regulations.

As a City Manager in Abernathy, you will be stepping into a well-supported leadership role in a city that values professional excellence and long-term stability.



THE CITY MANAGER WE'RE LOOKING FOR

Abernathy is seeking a dynamic and experienced municipal leader who is ready to guide the city forward with strong financial acumen, operational expertise, and a commitment to community engagement. The ideal candidate will have a proven track record in local government leadership, strategic planning, and team development.

Minimum Qualifications

- A Bachelor's degree in Public Administration, Business Administration, Finance, or a related field is required. However, significant municipal management experience may be considered in lieu of a degree.
- A minimum of five to seven years of progressively responsible experience in municipal government, including at least three years serving as an Assistant City Manager or City Manager.
- Familiarity with Type A General Law city operations, including personnel management, and infrastructure planning.
- Proven ability to develop and oversee municipal budgets, manage grants, and ensure financial sustainability.
- Experience in hiring, mentoring, and leading municipal teams, fostering a collaborative and productive workplace.

Preferred Qualifications

- A Master's degree in Public Administration, Business Administration, or a related field is strongly preferred.
- More than seven years of municipal management experience, including service as an Assistant City Manager or City Manager.
- Demonstrated success in attracting businesses, securing grants, and fostering sustainable economic growth.
- Knowledge of water and wastewater infrastructure planning, capital improvement projects, and municipal utilities.
- A visible and approachable leader who is committed to collaborating with residents, businesses, and elected officials.

This is an exceptional opportunity for a municipal professional ready to lead a growing community, work closely with an engaged council, and make a lasting impact in Abernathy.

COMPENSATION AND BENEFITS

Abernathy offers a competitive compensation and benefits package designed to attract and retain top municipal leadership. The city is committed to providing financial stability, comprehensive benefits, and work-life balance for its employees.

Salary & Retirement

- Salary: Expected to be in the \$120,000 range, based on experience and qualifications.
- Retirement Plan: The City participates in a 1:1 matching retirement program through TMRS (Texas Municipal Retirement System):
 - Employee Deposit Rate: 5%
 - City Match: 1:1
 - Vested Requirement: 5 years
 - Eligible for Retirement: 20 years

Health & Wellness Benefits

- Health, Dental, and Vision Insurance: Fully covered for the employee by the city.
- Dependent Coverage: Available at employee's expense.

Leave Benefits

- Paid Leave: Includes vacation, holiday, and sick leave, ensuring flexibility and work-life balance.





HOW TO APPLY

The position is open until filled.

First review deadline is 5:00 p.m. on Friday, June 6, 2025.

Please e mail your cover letter and resume in PDF format to:
applyabernathy@clearcareerpro.com

Faxed and mailed submissions will not be considered.

For more information on this position, please contact:
Michael Boese, President, Clear Career Professionals
(214) 550-2850 ext. 4
michael@clearcareerpro.com

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.

RESOURCES

City Website <https://cityofabernathy.org/>

Hale County Website: <https://www.halecounty.org/>

Lubbock County Website: <https://www.lubbockcounty.gov/>

Abernathy ISD: <https://www.abernathyisd.com/>



The City of Abernathy 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.