



Risk Manager

City of McKinney, Texas

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The Community

McKinney, Texas, (population of 214,810), 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 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
214,810



Median Income
\$98,317



Median Property Value
\$520,000

Governance and Organization

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 \$300 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.



Values and Expectations

The City of McKinney is focused on the values and expectations inherent in a high-performance organization (HPO). Each employee's job description includes the following:

In order for us to continue to achieve our primary function of making McKinney a better place to live, work, and raise a family, we hold these expectations for all employees.

- Learn and demonstrate an understanding of how team, department, and City goals are interconnected.
- Contribute to a positive work culture.
- Assess his/her work performance or the work performance of the team.
- Contribute to the development of others and/or the working unit or overall organization.
- Willingness to work as part of a team, to demonstrate team skills, and to perform a fair share of team responsibilities.
- Work continuously to learn and develop through a mix of internal and external training opportunities, and if applicable, encourage subordinates to do the same.

Furthermore, all employees are guided by four employee-inspired values – Respect, Integrity, Service and Excellence (RISE). It is expected that the organization's leaders and managers adopt a servant-based leadership approach that fosters and supports a healthy, family-oriented culture.



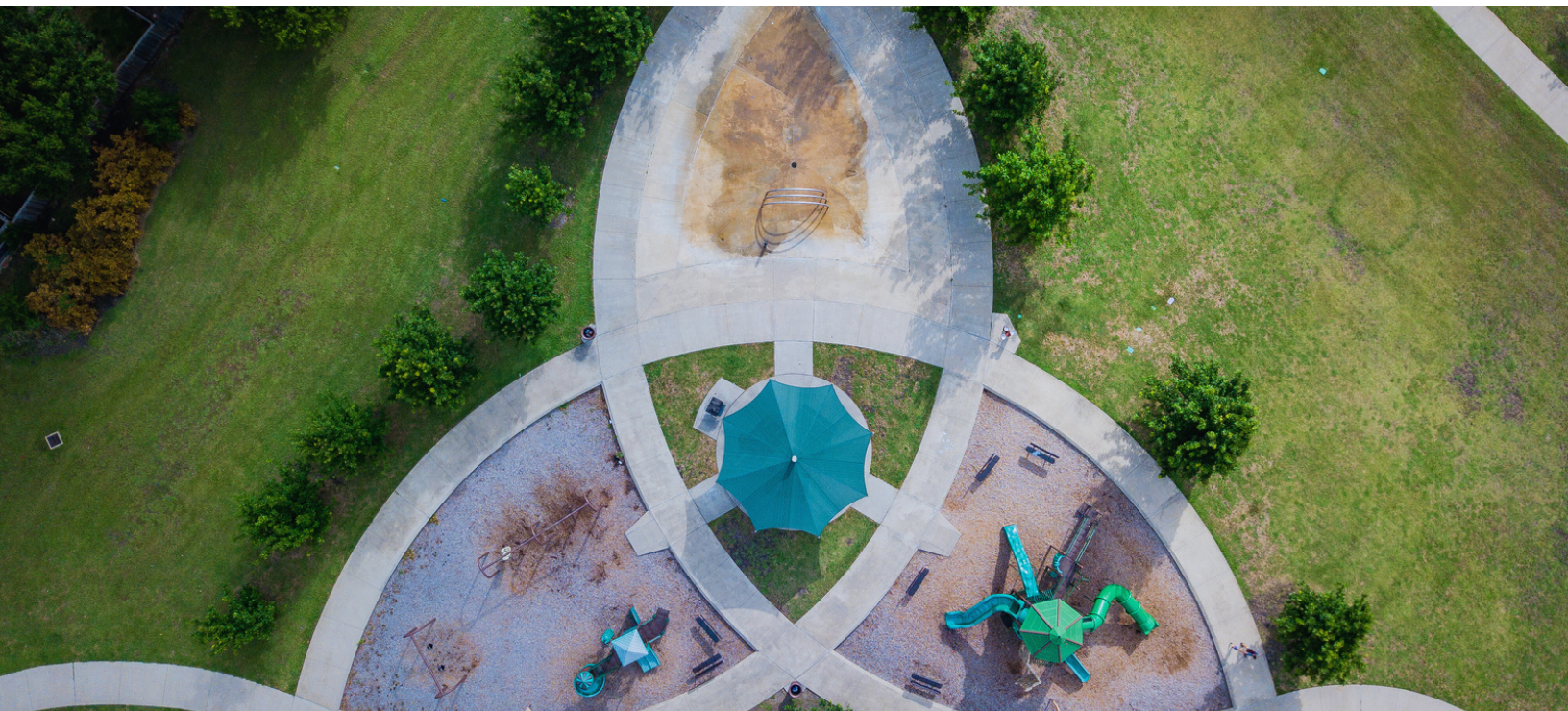
The Position

The Risk Manager position develops, implements, and manages risk and loss management programs designed to control or reduce potential liability, property/casualty, or other losses the city might incur. Such programs include workers' compensation, safety, and random drug testing; monitors claims loss statistics and trends, prepares management reports, and oversees all lines of risk insurance. Leads the practices, innovative techniques, exceptional communication, and constant collaboration among management, staff, and the public while performing professional and supervisory work, as well as interpreting city policies, contracts, and directives.

GENERAL EXPECTATIONS FOR ALL EMPLOYEES

In order for us to continue to achieve our primary function of making McKinney a better place to live, work, and raise a family, we hold these expectations for all employees.

- Learn and demonstrate an understanding of how team, department, and City goals are interconnected.
- Contribute to a positive work culture.
- Maintain regular and reliable attendance.
- Assess his/her work performance and the work performance of the team.
- Contribute to the development of others and/or the working unit or overall organization.
- Willingness to work as part of a team, to demonstrate team skills, and to perform a fair share of team responsibilities.
- Work continuously to learn and develop through a mix of internal and external training opportunities, and if applicable, encourage subordinates to do the same.



The Ideal Candidate

MINIMUM QUALIFICATIONS

- Bachelor's degree with a major in human resources, business administration, finance, or a related field, supplemented by five (5) years progressively responsible experience in risk management and workers' compensation, including two (2) years supervisory experience.
- Texas All Lines Adjustor's License, or ability to obtain one within 12 months of hire.

Any work related experience resulting in acceptable proficiency levels in the above minimum qualifications may be an acceptable substitute for the below specified education and experience requirements.

PREFERRED QUALIFICATIONS

- Prior experience working and managing in a self-funded municipal risk department. ARM, ARM-P, AIC certifications, or Risk Manager License with the Texas Department of Insurance.



Compensation and Benefits

The City of McKinney is offering a salary range of \$91,141 - \$136,711 for this position commensurate with experience and qualifications. The organization also provides a competitive benefits package including medical insurance with dental and vision options, as well as term life insurance. Additional benefits include paid holidays, vacation leave, along with sick and parental leave.

The City of McKinney participates in the Texas Municipal Retirement System (TMRS), which pairs a 7% employee contribution with a 2:1 employer match.





How To Apply

The position is open until filled.

First Review Deadline: 5 p.m. Wednesday, May 1, 2024

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

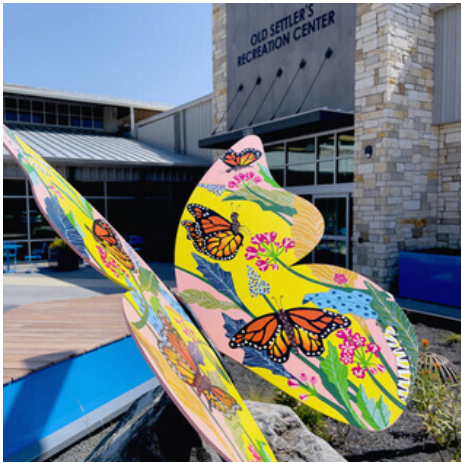
Faxed and mailed submissions will not be considered.

For more information on this position contact:

Michael Boese, President

michael@clearcareerpro.com

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



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.