



Deputy Director

Position Marketed by
Clear Career Professionals
www.clearcareerpro.com



WELCOME TO *Montgomery County*

Montgomery County is one of the fastest-growing and most dynamic counties in the nation. Located just north of Houston, the county offers a rare balance of strategic opportunity, natural beauty, and exceptional quality of life, making it an ideal place for professionals seeking both purpose and progress.

From the piney woods of the Sam Houston National Forest to the vibrant commerce of The Woodlands and Conroe, Montgomery County is a place where tradition meets innovation. With a population of over 700,000 residents and a rapidly expanding economy, the region continues to attract top talent, advanced industries, and forward-thinking leadership.

Strategic Location: Just minutes from Houston, Montgomery County offers the advantages of a major metropolitan area with the comfort of suburban and rural living. Home to The Woodlands, Conroe, Magnolia, and Montgomery, the county features outstanding schools, master-planned neighborhoods, thriving retail and dining scenes, and an active arts and recreation culture.

Beyond the thriving towns: With hundreds of miles of trails, Lake Conroe's 22,000 acres of water recreation, and abundant parkland, outdoor enthusiasts will find endless opportunities for adventure and relaxation.

Strong Economy: As one of Texas's most prosperous counties, Montgomery County boasts a diverse economic base, from healthcare and energy to technology and logistics, creating an ideal environment for professional and personal growth.





What WE DO

The Montgomery County Emergency Communication District (MCECD) is the special-purpose governmental entity charged with the administration, technology infrastructure and governance of the 9-1-1 emergency communications system for Montgomery County, Texas. The District provides the essential behind-the-scenes systems, coordination and enabling services that empower the public-safety answering points (PSAPs) and first-responding agencies to perform their missions.

In an era of rapidly expanding populations, technological evolution, and increasing complexity in emergency response (e.g., wireless 9-1-1, location-based services, mass-notification systems), MCECD sits at the critical intersection of infrastructure, data, and life-safety. The ability of first-responders to reach callers, and of callers to reach responders, depends on the systems, data and governance that MCECD provides.

The Montgomery County Emergency Communication District (MCECD) carries out its mission through a comprehensive suite of responsibilities and capabilities designed to ensure that every emergency call is delivered accurately, efficiently, and reliably to the right responders, every time.

- **System Infrastructure & Reliability**

MCECD provides and maintains the hardware, software, and network connections that power the county's 9-1-1 system, supporting five Public Safety Answering Points (PSAPs) as well as a fully equipped backup facility at the County's Emergency Operations Center.

- **Funding and Operational Support**

The District offers direct financial and technical support to the primary PSAPs that receive and route all incoming 9-1-1 calls within Montgomery County, ensuring consistent service levels and operational readiness across all jurisdictions.

- **Geographic Information Systems (GIS) Management**

MCECD manages a robust GIS platform and maintains a comprehensive addressing database of street names, address ranges, service boundaries, and other critical geospatial data essential to accurate emergency response.

- **Addressing Authority**

Serving as the official addressing authority ("addressor") for all of Montgomery County, the District ensures that new developments, roadway changes, and address assignments are properly catalogued and integrated into emergency response systems.

- **Public Education & Emergency Notification**

MCECD administers county-wide public warning and mass-notification services, including the Alert MCTX system, to keep residents informed during emergencies. The District also leads public education initiatives that promote awareness of proper 9-1-1 usage and safety preparedness.

- **Legislative and Regulatory Engagement**

MCECD actively monitors and participates in state and national discussions on 9-1-1 legislation, technology standards, and regulatory issues to ensure Montgomery County remains at the forefront of public safety innovation.

ORGANIZATIONAL *Culture*

"Serving Those Who Serve."

At the Montgomery County Emergency Communication District (MCECD), our culture is grounded in Service, Family, and Excellence.

Service

We exist to serve - our mission begins and ends with the Public Safety Answering Points (PSAPs), first responders, and residents who depend on us. We take pride in being the invisible strength behind every call for help, ensuring that technology, systems, and data connect seamlessly when seconds matter most. Supporting PSAPs isn't just our job - it's our purpose.

Family

At MCECD, we are more than a team, we are a family. We show up for one another, celebrate our successes, and face challenges together. Mutual respect, collaboration, and compassion shape our daily work. We believe that a strong internal family allows us to better serve the extended family of agencies and communities that rely on us.

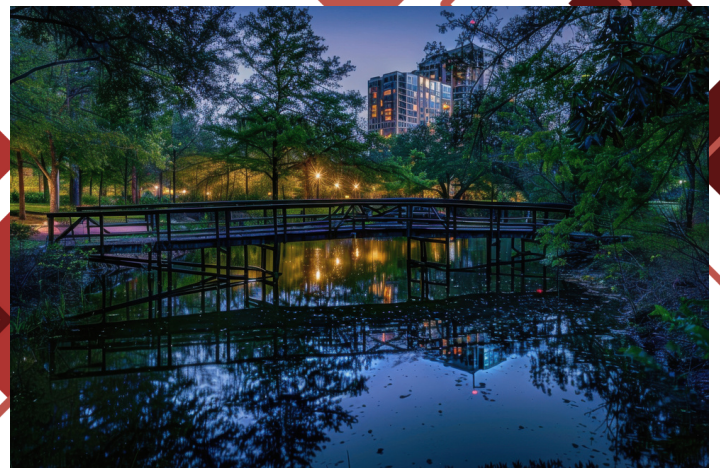
Excellence

We strive for excellence in every detail, from system reliability to data precision, from field support to public education. Innovation and integrity drive our standards. We seek continuous improvement because the people who depend on us deserve nothing less than our best.

Our Commitment

We are the quiet professionals who make emergency response possible. Every member of our team understands that the work we do saves lives, strengthens communities, and honors the trust placed in us.

At MCECD, we don't just support public safety - we power it.





In this role, you'll be a key partner to executive leadership, helping turn big-picture goals into day-to-day action. You'll split your time between strategic thinking, coordinating work across departments, and supporting the people who deliver services to the community.

You will:

- Work closely with the Executive Director to plan, prioritize, and track major initiatives and special projects
- Prepare, review, and present reports, briefings, and recommendations to leadership, boards, or committees
- Assist in developing and monitoring budgets, contracts, and agreements to ensure resources are used effectively
- Coordinate with department leaders to align operations with countywide goals and performance expectations
- Lead or support cross-department teams working on service improvements, capital projects, or policy initiatives
- Help design and implement process improvements that make systems more efficient and user-friendly
- Support communication and engagement efforts with internal staff, partner agencies, and community stakeholders
- Mentor and support staff by providing guidance, feedback, and opportunities for professional growth

**SEE
YOURSELF
*Here***



Montgomery County, Texas is growing rapidly, strategically, and with a clear vision for the future. The next Deputy Director will join a county that's not just reacting to growth, but shaping it with intention across both urban and rural communities.

This role offers the opportunity to support and help lead complex, high-visibility projects that leave a lasting impact on the built and natural environment—while navigating the unique challenges that come with sustained success and continued expansion.

OPPORTUNITIES & CHALLENGES

Key Opportunities

- Support and guide a high-performing team through professional development, mentorship, and shared accountability.
- Modernize and streamline administrative processes to improve clarity, consistency, and predictability for internal and external stakeholders.
- Collaborate across departments and partner agencies on capital planning, project development, interoperability, and public education.
- Develop long range plans for the future of 9-1-1 in Montgomery County including planning a major new facility.

Key Challenges

- Coordinating seamless interoperability and common protocols among multiple government entities whose visions, cultures, responsibilities, and management styles do not always align.
- Developing long term financial plans at a time when the District's primary revenue source is static while costs continue to rise.
- Maintaining system up-time through contingency planning, hardened infrastructure, and multiple layers of redundancy.

This is a position for someone who sees complexity as an opportunity, and who can bring focus, clarity, and connection to a thriving, fast-growing county.

THE IDEAL *Candidate*

Minimum Qualifications

- Bachelor's degree from an accredited college or university in public administration, business, management, communications, or a related field. Five years of experience in public administration or closely related field may be substituted for a bachelor's degree.
- Three (3) or more years of progressively responsible experience in government, public sector, or comparable organizational leadership
- Experience supervising or leading staff, including assigning work and providing performance feedback
- Experience with budgeting, financial tracking, or grant/contract management
- Proficiency with standard office software (e.g., Microsoft Office or similar productivity tools)
- Valid driver's license (or ability to obtain upon hire) and ability to travel to meetings, trainings, and events as needed

Preferred Qualifications

- Master's degree in public administration, business administration, planning, or a related field
- Leadership experience in a county, city, special district, or other public agency
- Experience coordinating multi-department or multi-agency projects or initiatives
- Background in strategic planning, performance measurement, or organizational change management
- Experience presenting to governing bodies, boards, commissions, or community groups

Knowledge, Skills, and Abilities

Knowledge of:

- Principles and practices of public administration, including budgeting, personnel, and organizational management
- Basic local government structure, functions, and decision-making processes
- Project and program management methods, including planning, implementation, and evaluation

Skills in:

- Clear, professional communication—both written and verbal—with diverse audiences
- Analyzing information, identifying issues, and recommending practical solutions
- Building effective working relationships with internal staff, leadership, elected officials, and external partners
- Organizing work, managing competing deadlines, and following through on assignments

Ability to:

- Exercise sound judgment and maintain confidentiality when handling sensitive issues
- Lead, coach, and support staff in a positive, accountable manner
- Adapt to changing priorities and navigate complex or ambiguous situations
- Represent the organization with professionalism, tact, and a strong customer-service mindset

Salary Range:

The Deputy Director position offers a competitive starting salary range of \$134,000 to \$167,000 DOQ

Benefits:

The District offers a robust, people-centered benefits package that reflects its commitment to employee well-being, balance, and long-term growth.

COMPENSATION & BENEFITS



Join the *Team*



Apply immediately!
First Review Deadline:
5 p.m. | Friday | December 12, 2025

Email Cover Letter and Resume in PFD Format to:
Applymontgomery@clearcareerpro.com
Faxed and mailed submissions will not be considered.

For more information on this position contact:
Brian Beasley, Associate Vice President
Clear Career Professionals, LLC
brian@clearcareerpro.com
(214) 550-2850 Ext. #702