City of Marshall, Texas

CITY MANAGER

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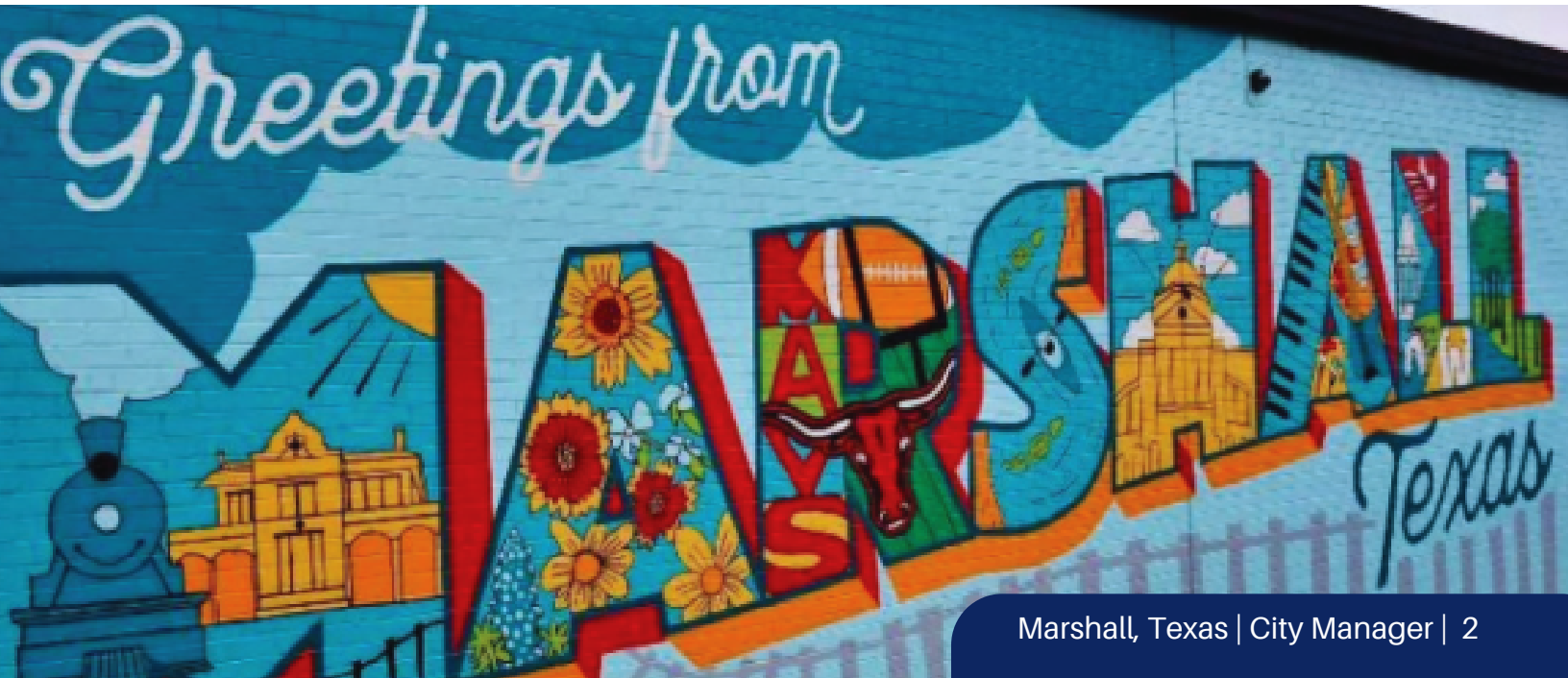
Welcome to Marshall

Situated in East Texas near the Louisiana border, the City of Marshall is a dynamic community that blends professional opportunity, rich history, and a welcoming small-town spirit. With a population of 23,392 (2020 U.S. Census), it serves as the county seat of Harrison County and a regional center for commerce, education, and culture.

Marshall benefits from a diverse and resilient economy supported by a strong network of higher education and workforce training institutions, including East Texas Baptist University, Wiley University, Texas State Technical College (TSTC), and a Panola College campus. These institutions provide academic, technical, and vocational training that supports the region's workforce and economic vitality. The city is strategically located along major transportation corridors, including Interstate 20 and key rail lines, supporting business development and regional connectivity. With dedicated leadership and a commitment to progress, Marshall is well positioned for continued growth.

At its core is a historic downtown district, where locally owned shops, restaurants, and year-round festivals foster a vibrant and engaging atmosphere. Whether appreciating its architectural heritage, enjoying community events, or investing in new opportunities, Marshall offers an exceptional environment for those seeking to lead, collaborate, and make a meaningful impact.



Organization & Culture

MISSION

The City of Marshall is dedicated to providing equitable and excellent services, preserving Marshall as a historic and growing community in which to live, work, and play.

VISION

The City of Marshall is a safe, well-maintained, responsive, innovative, and financially sound community that welcomes and celebrates families, businesses, and an exceptional quality of life.

The organizational culture of the City of Marshall, Texas is shaped by its rich history and strong community roots. Marshall maintains its small-town atmosphere by providing quality customer service, and hosting community events, topped off by the Wonderland of Lights in the historic downtown district. Multiple events surround this annual event providing opportunities for visitors and locals to enjoy the Christmas spirit.

The City Manager will be a leader of the organization who is willing to work with the City Council and citizens to influence positive, sustainable growth in the city and continuing the work to serve citizens with the quality services.

See Yourself Here

Imagine stepping into a role where your leadership directly shapes the future of a historic and growing East Texas community. As City Manager for the City of Marshall, you serve as the chief administrative officer, working under the policy direction of the City Council to guide the daily operations and long-term vision of the organization. In this capacity, you provide executive oversight of municipal services, support the implementation of Council priorities, and lead a dedicated workforce of approximately 250 employees committed to serving the community. In this role, you act as a trusted advisor to the City Council, preparing reports, offering professional recommendations, attending Council meetings, and clearly communicating policies and initiatives to staff and the public. You help ensure that ordinances and resolutions are effectively carried out while maintaining efficient, responsive government operations. Your leadership fosters accountability, collaboration, and service excellence across departments. Here, your background in public administration and municipal governance becomes the foundation for meaningful impact. You oversee preparation and administration of the annual budget, monitor revenues and expenditures, and advise the Council on financial conditions and long-term planning. At the same time, you build strong working relationships with employees, elected officials, and community stakeholders. In Marshall, you are not only managing an organization, you are helping steward a community's growth, preserving its heritage, and guiding its future with professionalism and integrity.

Marshall's Future

- Long term planning for infrastructure needs
- Managing large capital projects
- Residential and commercial growth
- Work with the local school district
- Improving programming and events for local and regional participants
- Modernization of systems
- Working with local Economic Development Corporation to attract business
- Developing additional retail to address leakage to other cities
- Housing Study
- Discuss/negotiate EMS services to County residents
- Building depth in the organization's leadership
- The new City Manager will work closely with the City Council, the Planning and Zoning Commission, Builders and the citizens on the creation of a unified development code
- Updating the comprehensive plan
- Outdated infrastructure
- Developing a plan to fund Capital Improvement Plans
- Managing large capital projects
- Utilizing creative funding mechanisms for capital improvements
- Updating all development, land use, zoning etc. ordinances with the development of a unified development code; update the comprehensive plan
- 311 Customer Service Plan/software
- Migration to the new ERP in May
- Organization wide IT assessment and implementation is funded but the assessment has not started
- Develop legislative plan for the upcoming 2027 Texas Legislative Session
- Leadership / partnership in protecting water resources
- The City will also be planning and developing additional recreational opportunities and facilities

Ideal Candidate

Marshall seeks a collaborative, accountable, and forward-thinking leader who can guide City operations with professionalism, transparency, and a strong commitment to public service

Leadership & Governance

- Provides executive oversight of all City departments
- Implements policies established by the City Council
- Appoints and supervises department directors (per City Charter)

Financial Management

- Serves as the City's budget officer
- Ensures sound fiscal control and resource allocation
- Advises Council on financial conditions and long-term needs

Education & Experience

- Bachelor's degree in Government, Public Administration, Business, or related field
- Minimum five years of progressive supervisory and administrative experience in government
- Knowledge of municipal management, finance, personnel administration, public safety, and community development

Salary & Benefits

Salary Range:

The City Manager position offers a competitive annual salary range of $175,000 – $205,000 DOQE

Benefits:

- Health: Comprehensive medical, dental, vision, and life insurance are provided through the City's employee benefits program
- Paid Leave: 14 paid holidays, generous vacation, and sick leave
- Retirement: Participation in the Texas Municipal Retirement System (TMRS) with a 7% employee contribution and a 2:1 City match.

Additional Benefits:

- Health Savings Account (with City contribution of $1547.52 annually for HSA participants)
- Supplemental benefits including accident, cancer, critical illness, and disability insurance through Colonial Life
- Employee Assistance & Work/Life Programs
- Professional development and training opportunities

Join the Team

City of MARSHALL TEXAS

APPLICATION DEADLINE:

5 p.m. | Wednesday | April 1, 2026

Email Cover Letter and Resume to
ApplyMarshall@clearcareerpro.com
Candidates will receive an email confirmation. If no confirmation is received, please contact the recruiter listed below.

For more information on this position contact:
Brad Stafford, Vice President
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(214) 550-2850 Ext. 712

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.

THE CLEAR VOICE

A special episode of The Clear Voice podcast featuring Marshall's leaders and an in-depth discussion of this opportunity will be released alongside this brochure.

Follow The Clear Voice on Spotify, Apple, Amazon Music, or YouTube to listen and learn more about Marshall's vision and priorities.