



# DIRECTOR OF ENGINEERING



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# WELCOME TO



Lufkin offers the rare mix of meaningful professional opportunity and an easy, family-friendly lifestyle. Located in Deep East Texas in the Pineywoods, the City serves as a regional hub with a population in the mid-30,000s. You'll enjoy the pace and affordability of a smaller community while remaining within practical driving distance of major metro amenities making weekend trips and airport access very manageable.

The setting is a major part of Lufkin's appeal. Surrounded by tall pines, lakes, and public lands, the area supports a true outdoor lifestyle—boating, fishing, hiking, camping, and park time are everyday options, not occasional plans. For families, there's no shortage of simple, memorable outings, and the community's relaxed rhythm makes it easier to spend time where it matters most.

Lufkin's culture is grounded in East Texas history and a strong sense of community pride. The City grew as a railroad community and prospered through the timber industry, shaping a practical, hardworking identity that still shows up in local traditions and civic involvement. Families also value the local school district and educational options, supported by strong extracurriculars and community participation making Lufkin a place where you can build both a career and a home.

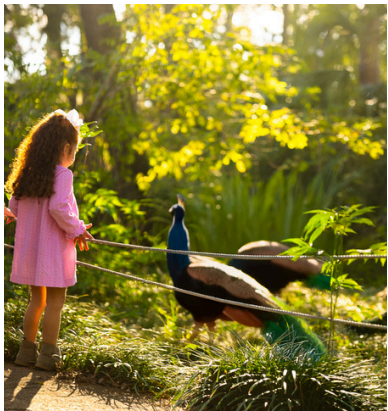
Visit Lufkin: <https://visitlufkin.com/>

# ORGANIZATION & CULTURE

The culture is built around producing high-quality outcomes through clear expectations, strong teamwork, and a practical, solutions-first mindset. Leadership emphasizes alignment on priorities, open and respectful communication, and consistent follow-through.

The City operates under a Council–Manager form of government. Policy direction is set by the City Council, and day-to-day administration is led by the City Manager and executive team. That structure supports professional management, transparent decision-making, and an organization that stays focused on service, results, and long-range community needs.

The work environment is collaborative and cross-functional, particularly where engineering, planning, permitting, drainage, and construction oversight intersect. The organization values responsive service to the public and the development community, with an emphasis on consistent standards, timely coordination, and professional stewardship of public infrastructure.



Lufkin’s development activity is active and intentional. The City and its economic development partners are pursuing growth that strengthens the tax base, expands employment, and supports long-term community vitality. This translates into a steady mix of planning and development activity alongside capital and infrastructure priorities that keep pace with investment.

At the same time, there is visible momentum around community reinvestment, especially downtown where planning and public-realm improvements are designed to support future development and enhance the resident experience. For the Director of Engineering, this is an environment where technical expertise is valued, coordination matters, and there is real opportunity to shape development quality, infrastructure readiness, and the standards that guide Lufkin’s next chapter.



SEE  
YOURSELF  
HERE

Lufkin  
City Hall

As Director of Engineering, you will serve in a highly visible leadership role with a direct line to the City Manager. This position is designed for an experienced professional who can translate community priorities into executable engineering solutions, balancing technical rigor, responsiveness, and practical judgment while helping the organization move projects forward with confidence.

You will lead the Engineering Services function, guiding staff and coordinating closely with internal departments and external partners. Success in this role means setting clear expectations, building strong working relationships, and maintaining a steady, service-oriented approach, whether the customer is a resident with a concern, a developer navigating the process, or a project team working through complex field conditions.

A core focus of the role is development review and construction permitting. You will ensure technical compliance with current codes and ordinances, provide expert plan review and interpretation of City requirements, and help refine the standards, procedures, and ordinances that shape development quality. You will also oversee floodplain development activities and provide timely, defensible technical guidance to inspectors, consulting engineers, developers, and contractors.

On the capital side, you will coordinate and manage the planning, design, bidding, and construction of public works projects and municipal facilities, while supporting the development and implementation of the City's Capital Improvements Program. This includes managing professional services, conducting site inspections across project phases, supporting easement and right-of-way documentation, and responding to inquiries from the public, City officials, and internal teams. Importantly, this is an essential service role, requiring leadership and availability during emergency situations when the City's infrastructure and public needs demand it most.

# THE IDEAL CANDIDATE

## Minimum Qualifications:

- Bachelor's degree in Civil Engineering or a closely related field
- Six (6) or more years of experience in civil/municipal/public works engineering
- Demonstrated experience leading and supervising multiple staff
- Proven ability to review plans and specifications, analyze complex problems, and determine practical solutions
- Strong written and verbal communication skills for working with employees, departments, consultants, developers, other agencies, City officials, and the public

## Preferred Qualifications:

- Strong experience leading development review and construction permitting, ensuring compliance with City codes, ordinances, and engineering standards
- Demonstrated success delivering municipal capital projects end-to-end (planning, design, bidding, construction, closeout)
- Working knowledge of stormwater/drainage and floodplain development with the ability to provide clear, defensible technical guidance
- Proven ability to lead teams and manage consultants—setting expectations, coordinating across departments, and maintaining schedules and accountability

## Licenses and Certifications:

- Texas Professional Engineer (P.E.) license preferred or ability to obtain Texas registration within six (6) months of hire
- TFMA Floodplain Manager Certification or ability to obtain certification within six (6) months of hire
- Must be able to serve as an essential service employee, including availability to provide services during emergency situations



# COMPENSATION & BENEFITS

## Salary Range:

The Lufkin Director of Engineering position offers a competitive salary, commensurate with qualifications and experience.

## Additional Information:

[https://www.cityoflufkin.com/departments/human\\_resources/employee-benefits.php](https://www.cityoflufkin.com/departments/human_resources/employee-benefits.php)

## Employee Incentives:

- 80 Vacation Hours Annually
- Sick Leave
- 14 Paid Holidays per year, plus your birthday
- 3 Bereavement days per year
- TMRS - Retirement 7% contribution with 2:1 employer match.
- Longevity Pay
- FMLA
- 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. | Friday | May 22, 2026

Email Cover Letter and Resume in PDF Format to:

[applylufkin@clearcareerpro.com](mailto:applylufkin@clearcareerpro.com)

Faxed and mailed submissions will not be considered.

For more information on this position, contact:

Michael Boese, President

[michael@clearcareerpro.com](mailto:michael@clearcareerpro.com)

(214) 550-2850 Ext.4

Clear Career Professionals, LLC



**THE CLEAR VOICE**

A special episode of The Clear Voice PositionCast featuring Lufkin's leaders for an in-depth discussion about 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 Lufkin's vision and priorities.

Candidate materials will be evaluated based on the criteria outlined in this brochure. Those identified as the most qualified will be invited to participate in the selection process. The City of Lufkin will oversee the subsequent stages of the selection process following the initial review. Please note that appointment is contingent upon the successful completion of a comprehensive background check and reference verification.