



DIRECTOR OF ENGINEERING AND PUBLIC WORKS

BROWNSVILLE, TEXAS



EXECUTIVE
RECRUITMENT
PROVIDED BY





THE OPPORTUNITY

The City of Brownsville, Texas is searching for its next Director of Engineering and Public Works to support the direction of a game-changing city. With a cohesive City Commission and an engaged ONE City organization that believes in collaboration internally and with community stakeholders, Brownsville is taking advantage of its unique assets to realize the unlimited opportunities that can be leveraged to enrich the lives of its residents. Brownsville is a city of strong historical and cultural significance, as well as home to an authentic community.

- 18th Largest City in Texas
- Top 5 Best Places to Live for Quality of Life in US
- Top 10 Safest Places to Live in Texas
- Top 5 Best affordable places to Retire



ABOUT BROWNSVILLE, TEXAS

The City of Brownsville is the county seat of Cameron County. It is the southernmost city in Texas and the largest city in the Rio Grande Valley. Its location is attractive since it is the closest to the major tourism and business travel attractions of the area: South Padre Island, SpaceX Starbase, and the Gladys Porter Zoo – rated one of the best zoos in the United States. Downtown Brownsville is experiencing a renaissance with over \$100 million in investment.

The City is located approximately 17 miles inland from the Gulf of Mexico on the north bank of the Rio Grande River directly across from Matamoros, Mexico. The City serves as a trade center for much of the lower Rio Grande Valley. The City encompasses approximately 145 square miles. Brownsville's location on the Rio Grande River delta has also provided it with unique hydrological features – resacas. Resacas are former channels of the river delta that now provide bodies of water throughout the city that are rich habitats for birds and are admired by the community.

According to the U.S. Census Bureau, Brownsville's population for 2000 and 2020 was 139,722 and 186,738 respectively, an increase of 34 percent. Even during this period of rapid growth, Brownsville has retained its identity and historical significance.

Brownsville has gained national recognition for its success in improving the quality of life for its residents. Brownsville is a two-time All-America City award winner, was ranked in the Top 5 of best places to live for quality of life by U.S. News & World Report, a Robert Wood Johnson Foundation Culture of Health winner (out of 200 cities), and an AARP Age Friendly Community (one of only six in Texas). Over recent years, Brownsville has been the regional leader in the construction of an extensive, interconnected, trail network and is a Bronze Level Bicycle Friendly Community. Together with 10 neighboring cities, the Caracara Trails network encompasses 428 miles of trails and has been recognized as a TrailNation project by the Rails-to-Trails Conservancy. The city hosted the 2024 Texas Amateur Athletic Federation (TAAF) Games of Texas, with more than 10,000 competitive athletes participating.

THE COMMUNITY, CONTINUED

In September 2014, SpaceX broke ground at Boca Chica Beach, located approximately 17 miles east/northeast of Brownsville, to construct a commercial launch site. Today, SpaceX is one of Brownsville's largest employers and other aerospace industries are basing in Brownsville, which continues to add momentum to this exciting industry segment by announcing the construction of a second launch pad. Brownsville has also attracted other emerging industries related to advanced manufacturing, energy, international trade, and health. These additions are having a positive economic impact in Brownsville and other Rio Grande Valley communities by attracting new businesses and industries, increasing tourism, and expanding employment and educational opportunities. Additionally, at the Port of Brownsville, NextDecade LNG has begun construction on an over \$18 billion project which is touted as one of the Top Capital Investment projects in Texas by the Governor's Economic Development & Tourism Department.

Major Employers

Space X

Seatrium AmFELS

Brownsville
Independent School
District

City of Brownsville

Valley Regional
Medical Center

IAI, International
Assembly





GOVERNANCE AND ORGANIZATION

The City of Brownsville was incorporated on February 7, 1853. A city commission-manager (council-manager) form of government was adopted on January 1, 1916. Policy-making and legislative authority are vested in a governing City Commission consisting of a mayor at-large, two city commissioners at-large, and four district commissioners. City Commission members serve four-year staggered terms.

The City provides the full range of municipal services contemplated by statute or charter. This includes public safety, streets, sanitation, health and social services, culture and recreation, public improvements, planning and zoning, tourism, and general administrative services. Other services include public transportation, utilities, airport, and business-industrial parks operations (which includes the City's foreign trade zone). The City's budget for fiscal year 2023 totals \$162 million, and the City has 1,200 full-time employees.



THE POSITION

The City of Brownsville is in a transformative period driven by significant public and private investments such as the expansion of the Brownsville / South Padre Island International Airport and recruitment of a new airline, creation of a NewSpace City, the success of the Port of Brownsville, Downtown Revitalization, and quality of life enhancements.

The ideal candidate for Director of Engineering and Public Works aspires to be a model of innovation, inclusion and empowerment who enables bold people and ideas to thrive. The Director will be a participatory leader: a results-oriented, relationship-building, self-aware team player who also possesses high integrity, and respect, who fosters trust by building relationships with tolerance, patience and support in order to provide the best value in service of the citizens of Brownsville.

The Director of Engineering and Public Works is responsible for planning, directing, managing and overseeing the activities, projects and operations of the Department, including but not limited to Engineering, Public Works, Streets & Drainage, Traffic, Landfill, Stormwater, and Environmental Compliance. Additionally, the position supervises the inspection of construction projects performed by contractors for compliance with plans, specifications, and City standards.

The intent of this position description is to provide a representative summary of the major duties and responsibilities performed by incumbent(s) in this position. The assigned departments will be based on organizational needs and experience of the applicant.

ANNUAL SALARY

DOQ: \$150,000 - \$195,000

COMPETENCIES

Engineering & Traffic

Street & Drainage

Municipal Waste Management

Project Management

Leadership

Critical Thinking



KEY FUNCTIONS/KNOWLEDGE/SKILLS

- **General Management:** Plans, organizes, directs, controls, and evaluates the work of the Engineering and Public Works Department using asset management principles. Oversees the management of the day-to-day administration of the Department, including financial health and resiliency, budget, capital projects, utility enterprises, on-going maintenance, infrastructure stewardship and development, personnel and labor relations, and customer service activities. Represents the City of Brownsville at professional and governmental organizations at the local, State and national levels.
- **Strategic Planning:** Works with advisory boards, residents, elected officials and other agencies to develop long-range plans for infrastructure development and environmental protection enhancing the public health, livability, and economic well being of the community. Oversees the preparation and update of short- and long-range strategic plans in all areas of responsibility to ensure harmony with the City's overall plans and strategies and to comply with federal and State mandates. Independently develops and implements long term future strategies for the department including voter approved levies or bonds.
- **Personnel Management:** Develops and maintains a workforce committed to, and with highly developed competencies in, customer service, results orientation, and teamwork. Directly or through managers, appoints, supervises, provides for training, development, performance evaluation, and ensures accountability of department employees. Provides for the training in, promotion of, and accountability for, safe work practices and working conditions for employees. Ensures compliance with labor agreements City wide and Department policies, and State and federal laws and regulations.
- **Project Management:** Oversees all public works projects for the City. Participates directly in the planning and development of significant projects such as those involving multiple jurisdictions and long-term implementation. Ensures these are consistent with the City's goals and objectives. Facilitates and promotes ongoing research into new technologies and trends and recommends implementation of programs and equipment to help the Department achieve its objectives more efficiently.
- **Fiscal and Business Management:** Ensures the financial well-being of the Department by establishing cost control measures and monitoring all fiscal operations of the Department. Prepares annual budget and justifies budget requests and amendments. Projects and procures revenues and funding for the work of the Department, including management of enterprise funds and accessing federal and State funding sources. Ensures the efficient and economical use of departmental funds, labor, materials, facilities and time. Oversees warehouse, purchasing, facilities, parking, radio communications and fleet functions for other departments.
- **Senior Management Team:** Provides information and advice to the Mayor and City Council on strategic planning and accomplishment of City goals and objectives. Participates in organization-wide strategic planning. Coordinates the Department's activities with other City departments and offices to ensure a consistent approach towards common projects and interests and the cost-effective delivery of services. Provides significant program and project support to other departments.

ESSENTIAL FUNCTIONS & JOB SPECIFICATIONS

MINIMUM REQUIREMENTS AND EXPERIENCE

- Bachelor's Degree in Civil Engineering or similar is required.
- A valid Professional Engineering (PE) License is required.
- A Master's of Science (MS), Public Administration (MPA), or Business Administration (MBA) degree is preferred.
- Six (6) years of progressive experience with increased responsibilities in engineering and public works management including: Public Works & Engineering Operations, Streets and Drainage Maintenance & Operations, Traffic Operations, Environmental Compliance, and Transportation Planning.
- Preferred Licenses: Certified Floodplain Manager and Professional Traffic Operations Engineer.

PHYSICAL REQUIREMENT

Performs light work that involves walking or standing most of the time and involves exerting up to 20 pounds of force on a regular and recurring basis, or skill, adeptness and speed in the use of fingers, hands or limbs on repetitive operation of electronic office machines or tools within moderate tolerances or limits of accuracy.

ADA COMPLIANCE

The City of Brownsville is an Equal Opportunity Employer. ADA requires the City to provide reasonable accommodation to qualified individuals with disabilities. Prospective and current employees are invited to discuss accommodations.

EEO STATEMENT

The City of Brownsville does not discriminate on the basis of race, color, religion, sex (including pregnancy and gender identity), national origin, sexual orientation, marital status, disability, genetic information, age, or military service.





BENEFITS AND COMPENSATION

- The City of Brownsville participates in a generous retirement plan administered by the Texas Municipal Retirement System (TMRS). With a 7% employee contribution, the City offers a 2:1 contribution to the plan with retirement options at 20 years of service at any age or five years of service at minimum age 60.
- The City has an exceptional employee and family medical, dental, vision plan for employee only with MetLife for those enrolled with health insurance, along with a \$50,000 in life insurance.
- The City has partnered with Frontier Clinic at zero cost to employee and dependents under the health insurance.
- **Employees may also contribute to deferred compensation plans:**
 - a (457) plan from Equitable and
 - Supplemental Insurance plans from AFLAC and Colonial Life
- **The City of Brownsville observes 14 holidays annually and employees can accumulate:**
 - Fifteen (15) annual days
 - Two (2) floating holidays
 - Ten (10) sick days per year
- The City of Brownsville believes in flexibility and will consider non-traditional work schedules.
- **Relocation reimbursement expenses** (For qualifying positions)
- **Professional Development Programs**
- **Car Allowance** (For qualifying positions)
- **Longevity pay**
- **100% Tuition Assistance capped at \$5,000 yearly**
- **Parental Leave concurrent with FMLA** (For qualifying employees)
- **Pet Insurance** – Supplemental, employee contribution only

APPLICATION PROCESS

[Please Apply Online](#)

For more information on this position, contact:

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MarshaReed@GovernmentResource.com
806-789-9641



The City of Brownsville, Texas, is an Equal Opportunity Employer and values diversity in its workforce. Applicants selected as finalists will be subject to a comprehensive background check.



RESOURCES

City of Brownsville
brownsvilletx.gov

Brownsville Economic Development
brownvilleedc.org

Brownsville Chamber of Commerce
brownvillechamber.com

Brownsville Convention & Visitors Bureau
visitbtx.com

