



PLAINVIEW, TX
explore the opportunities



CITY MANAGER

Plainview, Texas

EXECUTIVE
RECRUITMENT
PROVIDED BY  SGR



THE COMMUNITY

Your next opportunity could be in Plainview, Texas! With a population of more than 20,000, it is easily accessible from the East and West Coasts, with I-27 connecting to I-40 within an hour's drive. This 13.8-square-mile community, situated 47 miles north of Lubbock and 76 miles south of Amarillo, is the seat of Hale County and is well-connected by road, air, and rail systems. I-27 is part of the Ports-to-Plains Trade Corridor, a four-lane highway that facilitates the efficient transportation of goods and people from Mexico through 10 states and into Canada.

Founded in 1886 and incorporated in 1907, Plainview is in the heart of one of the country's most productive agricultural areas. This thriving community recognizes and appreciates its roots and embraces its frontier spirit as it begins to transition to a center of commerce, offering a variety of business and industrial opportunities. The scenic beauty of the West Texas Plains provides families and businesses with a vibrant and affordable place to live and work, and this community offers its residents the warmth and comfort of a small-town quality of life.

Those seeking outdoor recreation enjoy the community's 286 acres of developed parkland, the 1.63-mile Running Water Draw Hike and Bike Trail, and the 18-hole public/private golf course at the Plainview Country Club. The city also boasts its Plainview Community Concerts, which complements a host of cultural offerings, including the Fair Theatre, Mabee Regional Heritage Center, and Abraham Art Gallery. A variety of events and festivals cater to all ages and include the Bar-None Rodeo; the Red, White, and Moo Milk Fest; and the Annual Chamber of Commerce Christmas Parade.

Plainview Independent School District offers quality education to more than 4,700 students on eight campuses, and private, charter, and parochial schools provide alternatives to community families. Higher education opportunities include Wayland Baptist University, a four-year liberal arts school with more than 1,100 students on the main Plainview campus, and South Plains College, which offers vocational training and associate degree programs.

THE COMMUNITY *continued*

It is truly an exciting time to be in Plainview. The City recently completed the reconstruction of 24th Street, a new aquatic center, fire station, baseball and softball fields, and an inclusive playground in Broadway Park. The community is also renovating Fire Station No. 1, constructing a new animal shelter and recently opened its new city hall. In addition, the City and Hale County partnered to develop the Plainview-Hale County Business Park, featuring 150 acres of shovel-ready sites for industrial development, and the community is investing heavily in Plainview's Historic Downtown District.

The median household income in Plainview is \$48,430, and the average home value is \$121,432.

MAJOR EMPLOYERS

Wal-Mart Distribution

Texas Department of
Criminal Justice

United Supermarkets

Plainview ISD

Covenant Hospital

Azteca Milling

Wayland Baptist University

City of Plainview

Panhandle Popcorn

Plainview Bio-Energy

Casa Rica Tortillas

Martin Industries

DSM Semichem LLC



Explore the Opportunities








GOVERNANCE & ORGANIZATION

The City of Plainview is a home-rule city operating under a council-manager form of government. The Plainview City Council consists of a mayor, elected at large, and seven council members representing single-member districts, all serving staggered four-year terms with two-term limits.

The City Council appoints a professional City Manager responsible for the organization's day-to-day operations, including overseeing its 195 employees and an annual budget of roughly \$45 million.

OUR MISSION

The mission of the City of Plainview is to develop a high quality of life for our citizens and visitors while promoting sound economic development.

Robust Economic Development	Infrastructure Investment	Quality of Life	Water Planning	Citizen Engagement
 <ul style="list-style-type: none"> Project Design for Airport Terminal Building East Ramp Airport Runway Seal Project EDC Branding for Enhanced Marketing Strategies Creation of I-27 TIRZ District to Encourage Future Development Plainview Hale County Business Park Development Explore Possible Housing Incentive Policies 	 <ul style="list-style-type: none"> Fire Station No. 1 Renovations New Landfill Cell Completed Recycle Center Improvements Downtown Phase II Project Begins Along Ash Street Information Technology Upgrades New Multi-Family Living Units 	 <ul style="list-style-type: none"> Baseball/Softball Complex and Kidsville Playground Equipment at Regional Park Design Completion on a new \$2.5 million Animal Shelter "Welcome to Plainview" Signs Installed at City Entry Points Additional Yellow Loan-A-Tubs for Citizen Use Golf Course & Civic Center Improvements 	 <ul style="list-style-type: none"> Completed Automatic Water Meter Infrastructure (AMI) Citizen Access via Website to Customer Water Use Water Treatment & Water Reclamation Plants Upgrades No Proposed Increase for Water & Sewer Step Rates (number of gallons used per month) Base Water Rate Proposed Increase of \$1.50, Base Sewer Rate Increase of \$2.00 for residential and commercial customers. 	 <ul style="list-style-type: none"> Mobile App for Convenient Connection to City Services Operation: Serve / City-Wide Clean Up Day & SWEEPS Program for Citywide Clean-Up Efforts Partnership with PSD for "In Plain View" Community Event Downtown Plainview Holiday Event Updated CVB Branding / Tourism Marketing Campaigns



ABOUT THE POSITION

Appointed by Plainview's Mayor and seven-member City Council, the City Manager plans and oversees the organization's daily operations through a full-service team of department-focused direct reports.

In addition to implementing City Council's vision, this position assists the community and its leaders with establishing short- and long-term goals and developing long-range plans in areas such as capital projects and land use. The selected candidate will also prepare the annual budget proposal and supervise fiscal operations, enforce ordinances, submit department head selections to the City Council for approval, and ensure compliance with state and federal laws.

The City Manager represents the City to neighboring municipalities and as part of regional initiatives; builds community through their participation in local civic groups and events; works directly with citizens to address concerns; and represents the City in recruiting desirable businesses and developers. Additionally, they will support the City's elected officials and appointed boards and commissions, making proposals and offering professional advice as appropriate.



OPPORTUNITIES & PRIORITIES

Plainview's next City Manager will enjoy a mix of opportunities and challenges in the years ahead as they lead a talented and growing organization. These include working with the community and elected leaders to find solutions to the city's housing needs as well as developing plans to maintain and improve aging infrastructure citywide.

The new hire will also be tasked with continuing the implementation of the Comprehensive Plan — including considering future updates as needed — and promoting economic opportunities through the Ports-to-Plains Alliance. In the long term, growth and development issues are expected to take center stage as the organization stays focused on maintaining the facilities, infrastructure, and quality-of-life amenities while balancing responsible, quality growth and sustainable operating budgets.

IDEAL CANDIDATE

The City of Plainview is searching for an experienced and fiscally savvy public servant excited to lead the organization with vision, strategic insight, and a deep commitment to community growth.

The right fit for this position will possess excellent organizational and financial management skills, with proven experience managing bond programs and overseeing complex budgets. As Plainview continues to grow, the City Manager will play a key role in guiding both population and business development, ensuring the city's infrastructure and services evolve in step with its progress.

A successful City Manager will be an innovative leader who empowers staff to achieve their goals without the need for micromanagement. By setting clear objectives and providing appropriate support, the new hire will foster a collaborative environment where departments can operate efficiently while working toward common goals. The ability to balance hands-on leadership with delegation will be essential to maintaining a healthy organizational culture.

Involvement in the community is a crucial aspect of this role. The new City Manager will be expected to actively engage with various civic organizations, such as churches, civic clubs, the Chamber of Commerce, and the Economic Development Council, to build strong, meaningful relationships within the community. Building and maintaining relationships with key external entities — such as the county and school district — will be equally important in fostering collaboration and ensuring unified progress across all sectors.

The ideal candidate will have a deep understanding of development processes and procedures, enabling them to guide and support city initiatives in these areas. They will also offer strong presentation skills and be ready to represent Plainview in a variety of settings, articulating the City's goals, challenges, and progress to stakeholders.

Ultimately, Plainview is looking for a leader who not only possesses strong technical skills but also brings a commitment to fostering collaboration and community engagement. Candidates who are strategic thinkers with a passion for public service and a vision for Plainview's future are encouraged to apply.

EDUCATION & EXPERIENCE

This position requires a bachelor's degree in public administration or a related field, with a master's degree preferred. Experience in local government, particularly in a supervisory role for a similar-sized or larger organization, is a plus. So, too, is experience working with elected officials.

Please note that the selected candidate must establish residency in Plainview within six months of their start date.



COMPENSATION & BENEFITS

The City of Plainview is offering a starting salary range of \$165,000 to \$190,000 for this position, dependent on experience and qualifications, as well as a comprehensive benefits package.

The organization offers medical, dental, vision, and life insurance; nine paid holidays plus sick, vacation, jury, military, and funeral leave; and corporate rates for the local YMCA and Plainview Country Club. Plainview participates in the Texas Municipal Retirement System, which features a 7% employee contribution and 2:1 employer match. This position may also be eligible for additional allowances.



APPLICATION PROCESS

[Please apply online](#)

For more information on this position, contact:

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The City of Plainview, 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 Plainview
plainviewtx.org

Plainview City Manager
plainviewtx.org/100/City-Manager

Plainview/Hale Economic Development Corporation
plainviewcdc.org

Plainview Chamber of Commerce
plainviewtexaschamber.com

