

# Director of Neighborhood Enhancement

CITY OF SAN MARCOS, TX

SAN MARCOS 





# About The City of San Marcos

San Marcos operates under a council-manager form of government. The San Marcos City Council holds the authority to enact local legislation, adopt budgets, and establish city policies. San Marcos is a home-rule city, giving it full power of local self-government, including the ability to amend its charter under Texas law.

The City Council consists of a Mayor and six Council Members elected at-large for staggered three-year terms, ensuring continuity in leadership. The Mayor serves a two-year term and represents the city at official functions while working with the Council to set strategic direction. The City Manager is responsible for administering city government, ensuring efficient operations, and executing the Council's policies.

## Why San Marcos?

San Marcos is one of the fastest-growing and most dynamic communities in Central Texas. Located between Austin and San Antonio, the city offers a vibrant downtown, beautiful natural resources including the San Marcos River, and a strong sense of community.

Residents enjoy a unique blend of historic charm, outdoor recreation, cultural experiences, and economic opportunity, making San Marcos an exceptional place to live, work, and thrive.





# Your Impact

## **Strengthen Neighborhood Vitality**

Lead programs and initiatives that enhance neighborhood quality, support community pride, and address neighborhood concerns through proactive engagement and strategic planning.

## **Advance Community Development Initiatives**

Guide development strategies that balance growth with neighborhood preservation, ensuring development aligns with the City's long-term planning goals.

## **Champion Community Engagement**

Build strong partnerships with residents, neighborhood associations, and community organizations to foster collaboration and transparency in decision-making.

## **Promote Housing & Neighborhood Programs**

Oversee housing and community development programs that support neighborhood stability, revitalization, and equitable access to housing opportunities.

## **Lead A Multi-Function Department**

Provide executive leadership across Animal Services, Code Compliance, Environmental Health, Resource Recovery, and community programs—ensuring high-quality service delivery and regulatory compliance.

## **Community & Stakeholder Engagement**

Build relationships with community partners and nonprofit organizations and collaborate with public health partners and regulatory agencies





# The Ideal Candidate

The City of San Marcos seeks a dynamic, community-centered leader to serve as the next Director overseeing WIC (Women, Infants, and Children), Animal Services, Code Compliance, Environmental Health, Community Enhancement, and Resource Recovery.

This Director plays a critical role in protecting public health, preserving neighborhood quality, supporting vulnerable populations, and maintaining community standards. The ideal candidate will be an engaging, strategic, and highly collaborative leader who thrives in a public-facing environment and builds trust with staff, elected officials, and the community.



## **Engaging & Visible Leadership:**

- Accessible and approachable to staff and the public
- Builds positive relationships with residents, business owners, and community groups
- Comfortable addressing concerns in public meetings and stakeholder settings
- Communicates clearly, calmly, and transparently in high-profile situations

## **Experience in Public-Facing Operations:**

- Understands the complexity of departments such as Animal Services, Code Compliance, WIC, and Environmental Health.

## **Collaborative Leadership Across Departments:**

- Empower and maintain a unified leadership team
- Foster cross-department collaboration
- Align department goals with citywide priorities
- Support professional development and succession planning

## **Strategic & Operational Strength:**

- Oversee complex budgets and regulatory environments
- Ensure compliance with local, state, and federal regulations
- Use data to guide decisions and lead operational improvements and efficiencies



# Education & Experience



A Bachelor's degree in Public Administration, Urban Planning, Community Development, or a related field.



Progressive leadership experience in municipal government, public health, community services, environmental services, or regulatory operations



Experience managing multiple divisions or departments and demonstrated success in public engagement and stakeholder communication

A combination of education and experience may be considered.

# Salary & Benefits

The City of San Marcos is offering a salary range between \$153,000 - \$190,000, commensurate with experience, and a comprehensive benefits package. Relocation assistance will be available for the successful out of area candidate



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 City of San Marcos

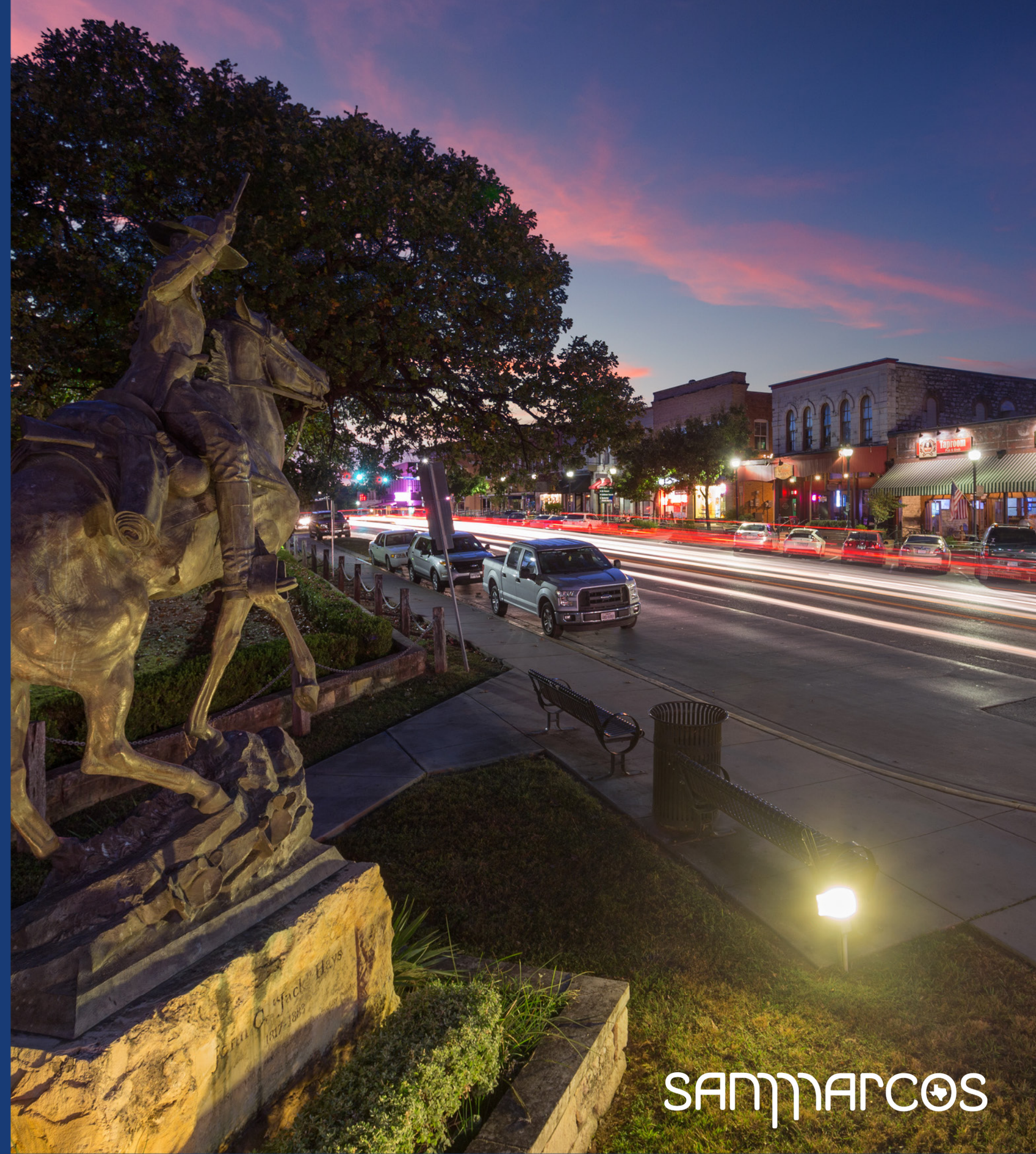
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