



**EXECUTIVE DIRECTOR
OF PUBLIC WORKS**
City of Mansfield, TX

Recruitment Services Provided By



The Opportunity

Step into a defining leadership role where vision meets visible impact. The City of Mansfield, Texas is seeking an Executive Director of Public Works to shape the infrastructure that powers a thriving, fast-growing community. This is more than a management position – it's an opportunity to lead transformative projects, drive innovation in sustainability and mobility, and elevate the quality of life for residents through strategic investment and operational excellence. With strong civic support, a collaborative leadership team, and a clear commitment to smart growth, Mansfield offers the ideal environment for a forward-thinking leader ready to leave a lasting legacy on a city poised for the future.





The City of Mansfield

The City of Mansfield is strategically located in the south-central area of the Dallas/Fort Worth Metroplex, 25 miles from Dallas and 20 miles from Fort Worth. Mansfield borders the cities of Arlington on the north, Grand Prairie on the east, Fort Worth on the west, and portions of Johnson and Ellis Counties. State Highway 360 and U.S. Highway 287, which both run north and south through the City, provide a direct connection to Arlington, Grand Prairie and the Dallas/Fort Worth International Airport, which is the 2nd busiest airport in the country. Railroad freight service is provided by the Union Pacific Railroad.

The City of Mansfield's population is estimated to approach 91,336 by the end of the 2025-2026 fiscal year. Mansfield covers 36.69 square miles, of which approximately 20.6% remains undeveloped. The typical Mansfield household earns an income of approximately \$128,856 and has an average taxable home value of \$325,445. The average market price for a new home in 2025 was \$625,363.

The City of Mansfield is considered one of the fastest growing cities in Texas as estimated by the North Central Texas Council of Governments. Recognized as a "Best City" for families and small businesses, Mansfield is also a highly attractive place to work and live. In 2025, U.S. News & World Report recognized Mansfield as a top place to live: #27 in the nation, and #9 in Texas. Consumer Affairs named Mansfield the 6th best city to move to in Texas in 2025.

The City is served by the Mansfield Independent School District, one of the best-rated school districts in the DFW metropolitan area by the Texas Education Agency. The district has a total of 49 schools with a 95% graduation rate. Higher education opportunities include several major colleges and universities:

Southern Methodist University, Texas Christian University, University of North Texas, The University of Texas at Arlington, The University of Texas at Dallas, Texas Women's University, Dallas Baptist University, University of Dallas, and the Tarrant and Dallas Community College Districts.

Recreation and culture are a major part of the City's attractions, including Joe Pool Lake, which is approximately 10 minutes from the city, Cedar Hill State Park consisting of 2,000 acres, the Mansfield National Golf Club, and Walnut Creek Country Club. Residents enjoy a state-recognized parks system that includes over 1,200 acres of community parks, trails, and athletic fields. Local recreation venues include The Fields at Station 63 baseball complex, Hawaiian Falls Water Park, Fieldhouse USA (an indoor basketball/volleyball facility with space for hosting special events) and the Stars Center recreational ice rink. A new 166,000 square foot multi-use stadium seating approximately 7,000 will open in 2026, along with retail, dining, and entertainment venues in the new 30-acre Staybolt Street Entertainment District.

Mansfield City Government

The City of Mansfield, Texas, operates under a council-manager form of government, featuring a seven-member city council (a mayor and six council members) responsible for policy-making and legislative decisions, alongside a professional city manager who oversees daily operations, public safety, and essential services like water and infrastructure.

Mansfield's FY 2026 General Fund budget of \$108.4 million supports a staffing total of 595.5 full-time equivalent positions and reflects the City's continued commitment to responsible financial stewardship, strategic investment in community priorities, and maintaining the high quality of services its residents expect. The FY 2026 budget is guided by the City's adopted strategic priorities: Provide a Safe Community, Improve City-wide Mobility, Focus on the Future, Build Strong Neighborhoods, and Develop a Strong Economy.





The Public Works Division

The Mansfield Public Works Division consists of three separate departments, all contributing to the daily functions of the division.

- **Water Utilities:** The Water Utilities department provides high-quality and dependable water while delivering exceptional customer service. The City of Mansfield is dedicated to superior drinking water and protecting the environment through effective wastewater treatment.
- **Street Operations/Traffic Control:** This department is responsible for maintaining and operating the City's roadways and transportation infrastructure in order to lengthen their service life and provide safe driving conditions for all citizens. In addition, this department also maintains concrete and natural drainage infrastructure.
- **Environmental Services:** The City's stormwater quality activities are administered by the Environmental Services department in compliance with TCEQ and the Environmental Protection Agency regulations derived from the Clean Water Act.

The Public Works Division is led by the Executive Director of Public Works. Reporting to the Executive Director is the Deputy Director - Public Works, the Assistant Director - Streets/Traffic Operation, the Assistant Director - Environmental, and the Administrative Services Lead. There are an additional 86.5 staff members who provide service in the three Public Works departments. The Public Works Division has a combined budget of \$62 million.

\$ 62M
Combined Budget

86.5 FTE
Employees

The Position

Reporting to an Assistant City Manager, the Executive Director of Public Works provides strategic leadership, executive direction, and overall accountability for the City's Public Works functions, including Water Utilities, Streets and Traffic, and Environmental Services. The Executive Director of Public Works is responsible for advancing the long-term sustainability, reliability, and performance of the City's infrastructure systems while aligning operations, capital investments, and regulatory compliance with the City's growth, financial priorities, and service expectations. Key responsibilities include:

- Establishing long-range infrastructure strategies, capital investment plans, and operational priorities aligned with City growth projections and organizational goals.
- Serving as a key advisor to the City Manager and City Council on infrastructure planning, policy development, and service delivery.
- Leading the planning, prioritization, and execution of capital improvement programs to ensure sustainable and resilient infrastructure systems.
- Directing and developing division leadership to ensure effective operations, accountability, and consistent service delivery across all functional areas.
- Overseeing regulatory compliance with federal, state, and local requirements related to water quality, environmental protection, and infrastructure systems.
- Overseeing maintenance and operation of streets, drainage systems, water production and treatment facilities, water distribution systems, and wastewater collection systems.
- Developing and administering departmental operating and capital budgets; and monitoring financial performance and ensuring responsible stewardship of public resources.
- Representing the City in regional partnerships and external agencies (e.g., NCTCOG, TRWD, TRA, TCEQ, EPA, Texas Water Development Board).
- Leading organizational culture within Public Works that reinforces accountability, collaboration, employee development, and high-quality public service.
- Providing executive leadership during emergency and incident response situations, including water, environmental, and infrastructure-related events.





Career-Defining Opportunities

The next Executive Director of Public Works in Mansfield will have many opportunities to build a legacy of impact, as the city continues to grow and develop in ways that enhance the quality of life of its residents and visitors. A few of these opportunities include:

- The Utility CIP (excluding wastewater treatment) is \$200 million over the next 5 years. This will provide the Executive Director and their team a host of critical projects that will shape the future of Mansfield.
- The next Executive Director of Public Works will assume control of the City's single largest Capital Improvement Project – a wastewater expansion from 45 million gallons per day to 63 million gallons per day. While construction is currently approximately two months in, the successful candidate will have the opportunity to see this important project to completion.
- The Executive Director plays an active, collaborative role with the Trinity River Authority and the Tarrant Regional Water District and will serve on advisory committees with those key partners.

Ideal Candidate

The ideal candidate for the Executive Director of Public Works role will be an accomplished and visionary leader who combines strategic thinking with operational expertise and a deep commitment to public service. This individual will bring a collaborative leadership style, political acumen, and a strong track record of delivering high-quality infrastructure and services in a complex municipal environment. Key attributes include:

- **Trusted Leadership & Credibility:** A confident and ethical leader who earns the trust and respect of the City Council, executive leadership, staff, and the broader community. The successful candidate will bring a strong presence, lead with integrity, and deliver on commitments.
- **Visionary Communicator:** Skilled at developing and clearly articulating a compelling vision for the department's future. Able to translate complex technical and policy information into relatable messages for diverse audiences, building alignment, and a shared purpose.
- **Extensive Public Works Expertise:** Demonstrates a proven track record of success in leading diverse public works operations in a dynamic, high demand setting. Brings depth in managing functions such as capital project delivery, engineering, streets and drainage, utilities, and internal services.
- **Proven Capital Project Experience:** Experienced in overseeing large-scale, complex, and high-profile infrastructure projects. Balances technical knowledge with political sensitivity, ensuring projects are completed on time, on budget, and aligned with community goals.
- **Transformational Leadership:** Brings a change-ready mindset and the ability to lead organizational transformation with clarity, empathy, and purpose. Skill at engaging staff and stakeholders throughout the change process to build understanding, support, and momentum will be essential.





Qualifications

The following education, training, and experience are required; however, equivalent combinations of education, experience, and training that provide the required knowledge, skills, and abilities to perform the essential functions of the position may be considered.

Education: Bachelor's degree in engineering, public administration, business administration, environmental science, or related field.

Experience: Twelve (12) years or more of progressively responsible technical experience in public works, municipal utilities, infrastructure systems, or closely related fields with a minimum of seven (7) of those years being progressively responsible leadership experience, including direct supervision of professional staff and experience leading through multiple levels of management.

Experience in a large or growing municipality or organization, with demonstrated success in planning and supporting infrastructure expansion, service demands, and long-range community development.

Preferred Qualifications:

- Professional Engineer (PE) licensed in Texas.
- TCEQ Class A Water Operator License.
- TCEQ Wastewater Collection III License.
- Master's degree in Public Administration or related field.

Salary & Benefits

The anticipated hiring range for the Executive Director of Public Works is **\$156,595 to \$186,400**. The starting salary for the selected candidate may be higher than the anticipated hiring range dependent upon experience, education, etc. The benefits package includes medical, dental and vision coverage, life insurance, compensated leave, short-term disability, and retirement benefits. The City is a member of the Texas Municipal Retirement System with a 7% employee contribution and a 2:1 match by the City of Mansfield. *A relocation incentive up to \$5,000 may be negotiated with the successful candidate in accordance with the City's Compensation Committee's policy.

The full description of benefits provided by the City of Mansfield can be viewed [here](#).





Application & Selection Process

Interested candidates should **apply quickly**, as candidates will be considered as application materials are received. Interviews are tentatively scheduled for the week of April 20 2026, **but the City may close the recruitment at any time once a suitably strong group of candidates has been established**. Submit a comprehensive résumé and compelling cover letter online at:

www.mosaicpublic.com/careers

CONFIDENTIAL INQUIRIES ARE WELCOMED TO:

Bryan Noblett | bryan@mosaicpublic.com | (916) 217-3696

Information submitted for consideration may be made available to the public in compliance with the Texas Open Records Act.

The City of Mansfield is an Equal Opportunity Employer.

Recruitment Services Provided By



www.mosaicpublic.com