



# CITY MANAGER

City of San Angelo, TX

Recruitment Services Provided By







# The Opportunity

The City of San Angelo, Texas, is seeking an exceptional, visionary leader to serve as its next City Manager as the current Manager is retiring after over 13 years of service to the City. This is more than a career opportunity; it is a chance to make your home in a community that values integrity, innovation, and service. San Angelo is a city where professional leadership truly matters, where decisions are visible, collaboration is valued, and progress is measured by the quality of life delivered to its residents.



# About San Angelo

San Angelo, Texas, is a vibrant and welcoming city of approximately 100,000 residents, located in the heart of the Concho Valley in West Texas and serves as a regional center for education, healthcare, commerce, and culture. Its central location makes San Angelo an important hub for surrounding rural communities and regional commerce. San Angelo is strategically located in West Central Texas, providing convenient access to major Texas cities while retaining a distinct regional identity.

- Approximately 90 miles south of Abilene
- About 200 miles west of Austin
- Hosts a regional airport with daily commercial service
- Well-connected by state and U.S. highways

San Angelo offers the amenities of a larger city while maintaining the character, accessibility, and hospitality of a close-knit community. San Angelo is widely recognized for its affordable cost of living, safe neighborhoods, and high quality of life.

The scenic Concho River runs through the heart of the city, and citizens enjoy an extensive trail system, parks, and riverfront amenities. Nearby lakes, including Lake Nasworthy, provide for boating, fishing, and water recreation. San Angelo has been designated the Visual Arts Capital of Texas ten years running and is the proud home of the San Angelo Museum of Fine Arts, community theaters, galleries, music venues and many festivals. It is also home

to the Historic Fort Concho National Landmark as well as the thriving Goodfellow Air Force Base, a major regional employer and national intelligence training center. San Angelo boasts a broad range of historic and current military relevance.

San Angelo's economy is diverse, stable, and anchored by education, military, healthcare, government, and agriculture. San Angelo offers a wide range of housing options, from historic neighborhoods to new developments, and is a great place to call home:

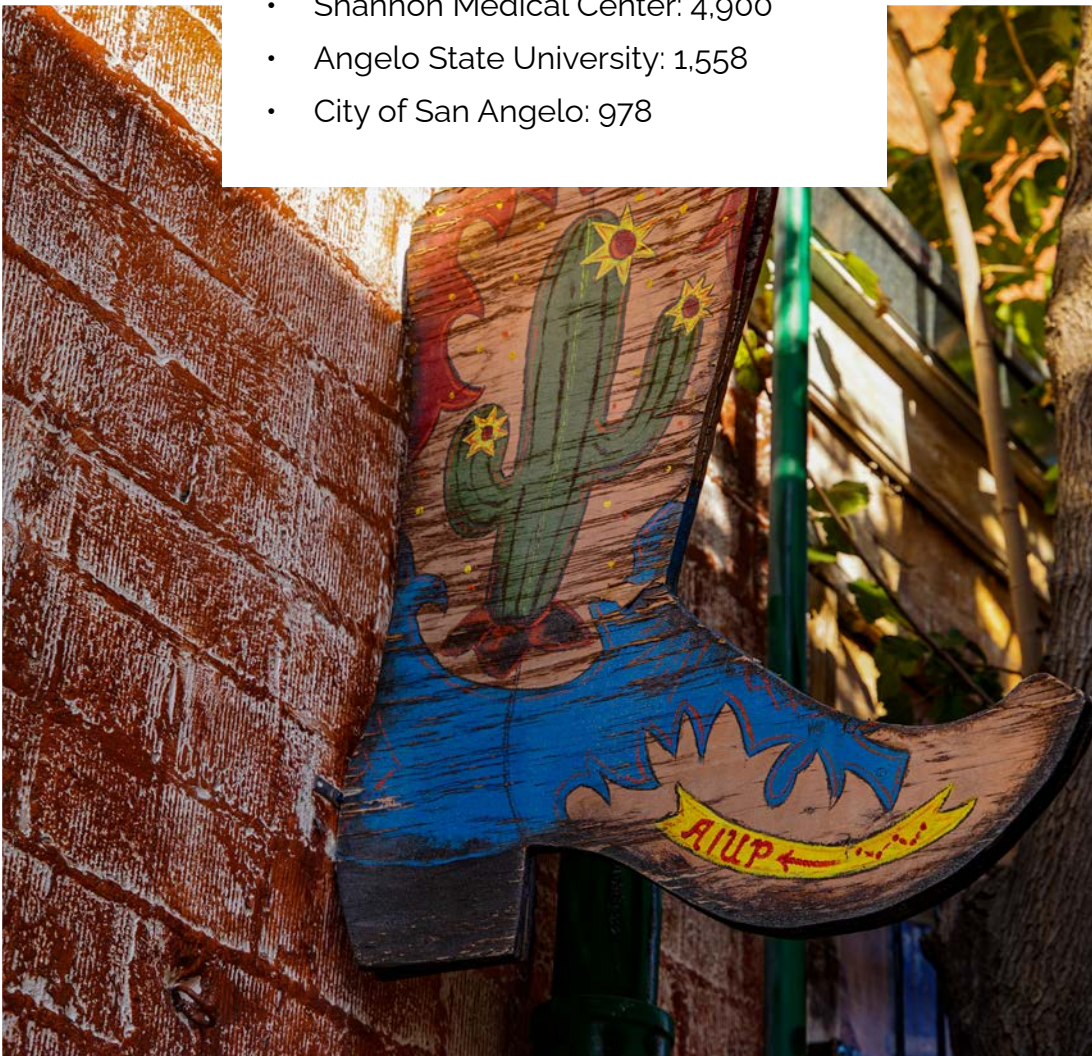
- Home prices are affordable relative to state and national averages.
- Diverse neighborhoods are suitable for families, professionals, and retirees.
- Commute times are reasonable, and amenities are accessible.

Angelo State University is woven into the cultural, economic, and social landscape of the city. It acts as a cultural anchor by hosting arts, music, and theatre events that enrich local life, drawing residents and visitors alike. The university partners with local businesses and organizations, offers service-learning opportunities, and supports initiatives that strengthen civic engagement and regional development. San Angelo's growth trajectory is accelerating. Strategic private-sector investment, including potential data center development, combined with successful bond initiatives for infrastructure and education, demonstrates both market confidence and community alignment. Investors can see what residents already know — San Angelo is positioned for sustained growth.

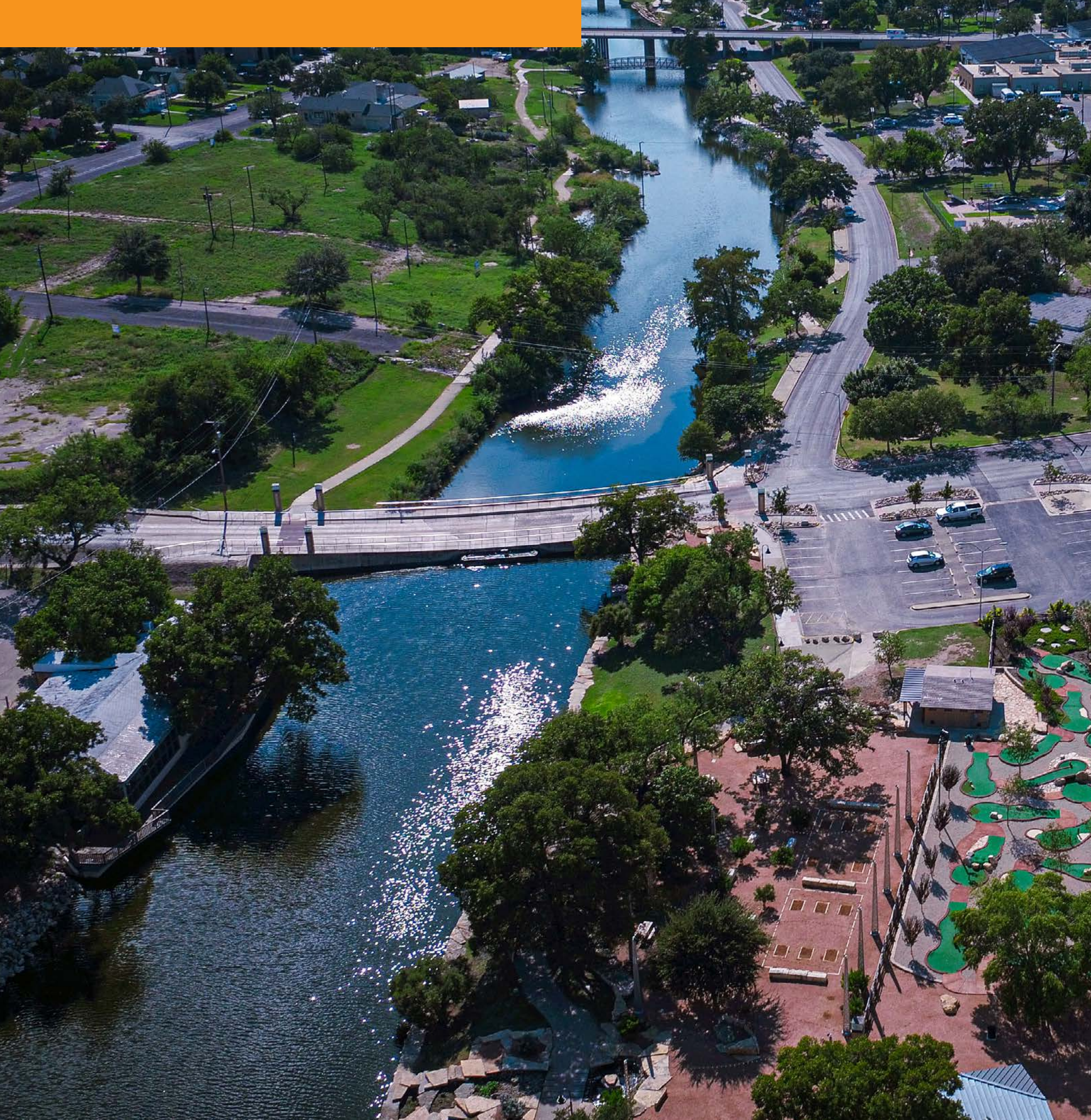


## SAN ANGELO'S MAJOR EMPLOYERS:

- Goodfellow AFB: 5,333
- Shannon Medical Center: 4,900
- Angelo State University: 1,558
- City of San Angelo: 978







# City Governance

The City of San Angelo operates under a Council-Manager form of government, with seven councilmembers providing a clear distinction between policy leadership and professional management. Councilmembers are limited to two four-year terms or being elected to complete an expired term. The City Council provides policy leadership and vision, while the professional City Manager oversees day-to-day operations. Active boards and commissions encourage community involvement and cultivate future leadership.

The City's FY25-26 Annual Operating Budget can be viewed [here](#).

**\$ 269M**  
All Funds Budget

**984FTE**  
Employees





## The Position

As City Manager, you will serve as the chief executive officer of a dynamic organization and a strategic partner to the City Council. You will lead a talented workforce of 984 FTE employees in over 23 city departments, steward public resources, and guide the city through its next chapter of growth, investment, and community advancement. Community engagement and trust building are instrumental to the success of the position. Cultivation of strong relationships with residents, businesses, regional partners, media, and other governmental entities will be key.

San Angelo is seeking a City Manager who is a strategic and grounded leader with a conservative mindset who can see the big picture while staying connected to people, place, and purpose.

Key responsibilities include:

- Leading a full-service municipal organization and executive leadership team.
- Implementing City Council policies and strategic priorities.
- Overseeing budgeting, financial management, and organizational performance while providing the Council and community with open transparent financial data.
- Guiding infrastructure, public safety, and community-focused initiatives.
- Building strong relationships with residents, businesses, regional partners, and governmental entities.
- Developing an actionable long-range community vision.



# Ideal Candidate

The City of San Angelo, Texas, is seeking an accomplished executive leader to serve as City Manager. This opportunity is well suited for experienced Texas local government professionals or accomplished leaders with a strong background in organizational leadership, strategic planning, and governance within complex organizations. A background in finance, community development, or Texas municipal labor relations, including meet and confer, civil service, and other legally authorized bargaining structures, is strongly preferred.

Ideally, the successful candidate would be available to start in June of 2026 to enable participation in the annual budgeting process.

The ideal candidate will possess:

- Proven executive leadership in municipal administration.
- A track record of sound fiscal management and organizational excellence.
- The ability to inspire trust with elected officials, staff, and the community.
- Strong communication skills and a collaborative leadership style to build relationships across departments and the community.
- A passion for public service and community stewardship.
- Experience with Operations and Performance Management.
- A creative and entrepreneurial mindset.







# Qualifications

The minimum requirements and qualifications for the position are:

**Education:** Master's Degree in Public Administration, Business Administration, Political Science, or directly related field.

**Experience:** Over ten (10) years of progressively responsible administrative and managerial experience within the municipal government environment as a City or County Manager or Assistant City or County Manager in a medium full-service municipal government overseeing multi-departmental operations, large budgets, and complex public services.

**Certifications:** Certification as an ICMA Credentialed Manager (ICMA-CM) certification as a Certified Public Manager (CPM) is desirable.



# Salary & Benefits

The Council will negotiate a highly competitive salary with the selected candidate that is commensurate with the candidate's overall qualifications and experience. The anticipated salary range for the position is **\$252,000 to \$300,000**.

The City of San Angelo's benefits package includes medical, dental and vision coverage, life insurance, vacation and sick leave, loyalty pay, and retirement benefits with Texas Municipal Retirement System with a 2:1 match and 5-year vesting. Optional benefits include supplemental life insurance, a 457 deferred compensation plan, short-term and long-term disability plans.







# Application & Selection Process

To be considered for this position, candidates must submit a cover letter and résumé no later than **Monday, March 30, 2026**, at:

[www.mosaicpublic.com/careers](http://www.mosaicpublic.com/careers)

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

## CONFIDENTIAL INQUIRIES ARE WELCOMED TO:

Julie Baca, Senior Consultant | [julie@mosaicpublic.com](mailto:julie@mosaicpublic.com) | (970) 209-0404

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