



DIRECTOR OF PUBLIC WORKS

City of **Frisco**, TX

Recruitment Services Provided By





The Opportunity

The City of Frisco, Texas is seeking an experienced, strategic infrastructure executive to serve as its next Director of Public Works, stepping into leadership of a high-performing department at a pivotal moment. As one of the fastest-growing cities in the country approaches full build-out, the City of Frisco is maintaining its focus on growth while also modernizing, maintaining, and reinvesting in the infrastructure systems residents and businesses depend on every day — streets, water and wastewater systems, stormwater management, and the public right-of-way.

The next Director will inherit a well-resourced, well-regarded department and a City organization that treats infrastructure investment as core to its identity — backed by strong fiscal stewardship, a AAA bond rating, and a City Council and executive team fully engaged in the community's continued success.

About Frisco

Located approximately 25 miles north of Dallas within the Dallas-Fort Worth metroplex, Frisco is one of the most notable success stories in American municipal growth. A farming community of roughly 6,000 residents as recently as the early 1990s, Frisco is now home to more than 245,000 people and continues to draw national attention for its quality of life, fiscal management, and economic vitality. The city's population has grown by more than 20% since the 2020 census, and Frisco is now approximately 87% built out. Even so, with a projected build-out population near 330,000 significant community growth is still anticipated, while also focusing on infrastructure modernization, asset management, and sustaining an exceptional level of service for a large, increasingly mature city that is still growing.

Frisco's economy is anchored by a diverse and expanding base of corporate headquarters and major employers, and household incomes in the city rank well above state and national averages. With that, its population is becoming increasingly diverse as well. Frisco is consistently ranked among the best places to live in Texas and the nation and is nationally known for its sports and entertainment venues — including Toyota Stadium and a roster of professional and collegiate sports organizations, as well as its top-rated schools and family-oriented amenities.





City Government

The City of Frisco is a home rule city operating under a council-manager form of government. The City Council consists of the Mayor plus six Council Members, all elected at-large, who set policy and legislative direction for the city, while an appointed City Manager oversees day-to-day administration, departmental operations, and budget execution. The City of Frisco has established itself as a professional organization known for strong financial stewardship, strategic investment, and exceptional service delivery.

The City of Frisco is a large organization with more than 1,750 FTEs. The City's General Fund budget for Fiscal Year 2026-27 is \$319.1 million — reflecting continued investment in public safety, infrastructure, and core services, including street maintenance, water and wastewater systems, and stormwater management. The City maintains unassigned reserves well above policy minimums and continues to invest in modernizing aging infrastructure as the community matures. Progress continues on Grand Park and the Rail District. Demonstrating its prominence and quality amenities, Frisco was one of two sites for two 2026 FIFA World Cup teams and will also host the 2027 Men's PGA Championship.

The Public Works Department

The Frisco Public Works Department plans, builds, maintains, and operates the infrastructure systems that promote public health, safety, and welfare across the city, spanning Street Maintenance, Water Distribution, Wastewater Collection and Water Reuse, Stormwater Utility, Right-of-Way Management, Traffic Operations, Environmental Services, and Administration. While the Public Works and Engineering Departments work closely together, they are two separate departments within the city.

The Public Works Department consists of over 300 FTE employees and six divisions. Reporting directly to the Director of Public Works are an Asset Management Coordinator, an Assistant Director of Utilities, an Assistant Director of Streets, a Stormwater Manager, an Assistant Director of Environmental Services, a Strategic Services Manager, and a Construction Manager — together overseeing a team of superintendents, supervisors, and coordinators responsible for water and wastewater operations, streets and traffic control, stormwater compliance, sustainability, customer service, and capital construction inspection.

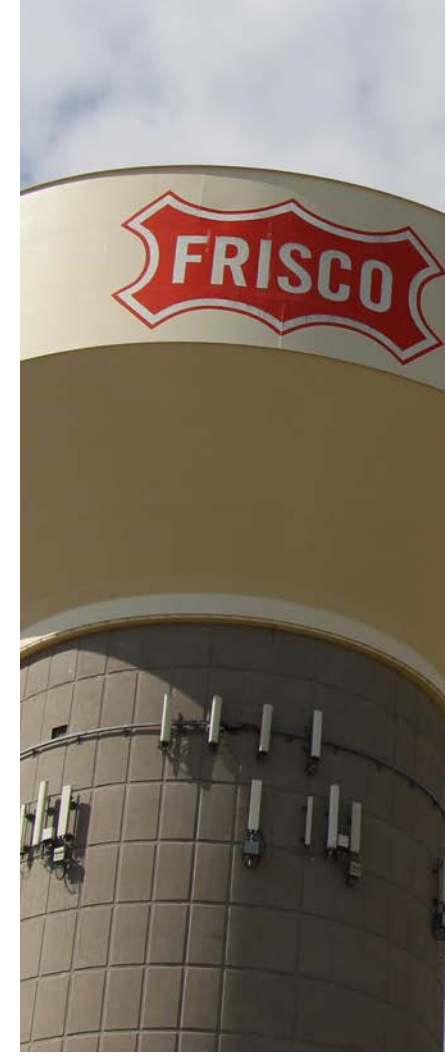
For FY 2027, the Department's General Fund operating budget is approximately \$26.6 million. Beyond the General Fund, Public Works operations are also supported by three dedicated enterprise funds funded through service fees rather than property or sales tax: the Utility Fund (Water & Sewer, \$199.9 million in FY27 revenue), the Stormwater Fund (\$9.6 million), and the Environmental Services Fund (Solid Waste & Recycling, \$37 million) — supporting investments such as wastewater treatment plant expansions, stormwater asset management, and the City's new Environmental Services Facility.

The Department is American Public Works Association (APWA) accredited and drives department-wide initiatives in asset management, emergency preparedness, employee safety, and internal process improvement, reflecting a culture of operational excellence as the City's infrastructure needs continue to mature.

Current Projects & Initiatives

The Public Works leadership team is currently advancing a substantial slate of infrastructure and organizational projects, including:

- A new water pump station under construction, with wastewater treatment plant expansions planned — both driven by the City's continued growth
- An asset management implementation project, including enhancements to the Street and Sidewalk Maintenance Program.
- A Public Works Site Master Plan
- A Utility Billing Customer Portal
- An Environmental Services Facility
- A Median Maintenance Program
- Succession planning to prepare for upcoming staff retirements
- A new Environmental Services campus, including a privately-owned Materials Recovery Facility (MRF) and regional Solid Waste Transfer Station
- Launch of the Commercial Recycling Franchise in August 2027
- A residential water usage dashboard





The Position

The Director of Public Works provides executive leadership and strategic direction for the Department's operations across all divisions. The position works closely with the City Manager's Office, reporting to an Assistant City Manager or the Deputy City Manager. As head of the Department, the Director leads a comprehensive system of infrastructure, utilities, and public services that keeps pace with the City's growth. The Director translates City priorities into long-term goals, strategies, and policies aligned with the City's strategic plan. The Director ensures compliance with City-adopted policies and procedures and presents information on projects, programs, and initiatives to City leadership, the City Council, and the community. Core responsibilities include:

Executive Leadership & Strategy: Provides executive leadership and strategic direction for the Department, aligning priorities, resources, and services with the City's vision and community needs, and anticipates emerging trends, technology, and opportunities to keep operations innovative and responsive.

Operations & Long-Range Planning: Plans, administers, and directs the daily operations of the Department's divisions, and leads long-range planning — including capital improvements, asset management, and maintenance — to ensure services keep pace with the City's growing and maturing infrastructure needs.

Budget & Financial Oversight: Leads development and administration of the Department's operating and capital budgets, monitors annual projections and expenditures, and negotiates and monitors agreements and contracts to ensure compliance and align resources with strategic priorities.

Executive Advisory: Advises the City Manager's Office on departmental priorities, policy, capital investments, and

emerging issues, providing technical information and recommendations, and delivers presentations at City Council meetings and other public venues.

Partnerships & Community Relations: Collaborates with other City departments and external agencies on behalf of Public Works, develops strategic partnerships to advance departmental priorities, and responds to inquiries and complaints from residents, vendors, contractors, and consultants.

Staff Leadership & Talent Development: Provides leadership and guidance for the assignment, training, and supervision of professional, administrative, and technical/field staff, and builds organizational capacity through performance management, leadership development, succession planning, and employee engagement to ensure a healthy, safe working environment.

Performance, Communication & Continuous Improvement: Establishes performance measures and uses data and community input to evaluate services and guide decisions; researches, analyzes, and recommends cost-effective improvements in departmental operations; designs, administers, and evaluates departmental programs and services; and communicates the value and impact of the Department's work through presentations, reports, and community engagement.

Regulatory Compliance & Safety: Ensures Department operations meet or exceed state and federal rules governing public water distribution and wastewater collection, and leads programs in emergency preparedness, employee safety, and APWA accreditation.

The Ideal Candidate

The next Director of Public Works will be a technically credible, hands-on executive who can lead a complex, multidisciplinary infrastructure organization while building strong relationships with elected officials, City leadership, employees, and the community. Drawing on priorities identified by the Public Works leadership team, attributes likely to be keys to success include:

Operational Leadership at Scale: A demonstrated ability to manage complex, multi-divisional infrastructure operations and budgets in a large or high-growth municipal environment.

Relationship and Trust Building: A demonstrated ability to build effective relationships and trust with elected officials, boards and commissions, employees, residents, businesses, and community leaders, and to inspire employees and partners around a shared vision.

Collaborative Leadership: The interpersonal skill to build trust and work effectively across divisions, with elected officials, City executives, employees, and residents, and to represent the Department credibly in public settings.

Organizational Change Leadership: Skill in leading organizational change, fostering innovation, and developing high-performing teams, with sound judgment for handling sensitive information and managing multiple complex priorities with minimal supervision.

Communication Skills: Ability to communicate complex information clearly and persuasively through written, oral, and public presentations, including to the City Council and community groups.

Technical & Engineering Credibility: Deep knowledge of civil engineering practices related to public works facilities, water/wastewater collection, treatment and distribution, and street construction and traffic control.

Strategic & Visionary Leadership: The ability to translate a long-range vision for the Department's infrastructure, workforce, and service levels into clear goals, priorities, and measurable plans, anticipating the City's needs as it approaches full build-out.

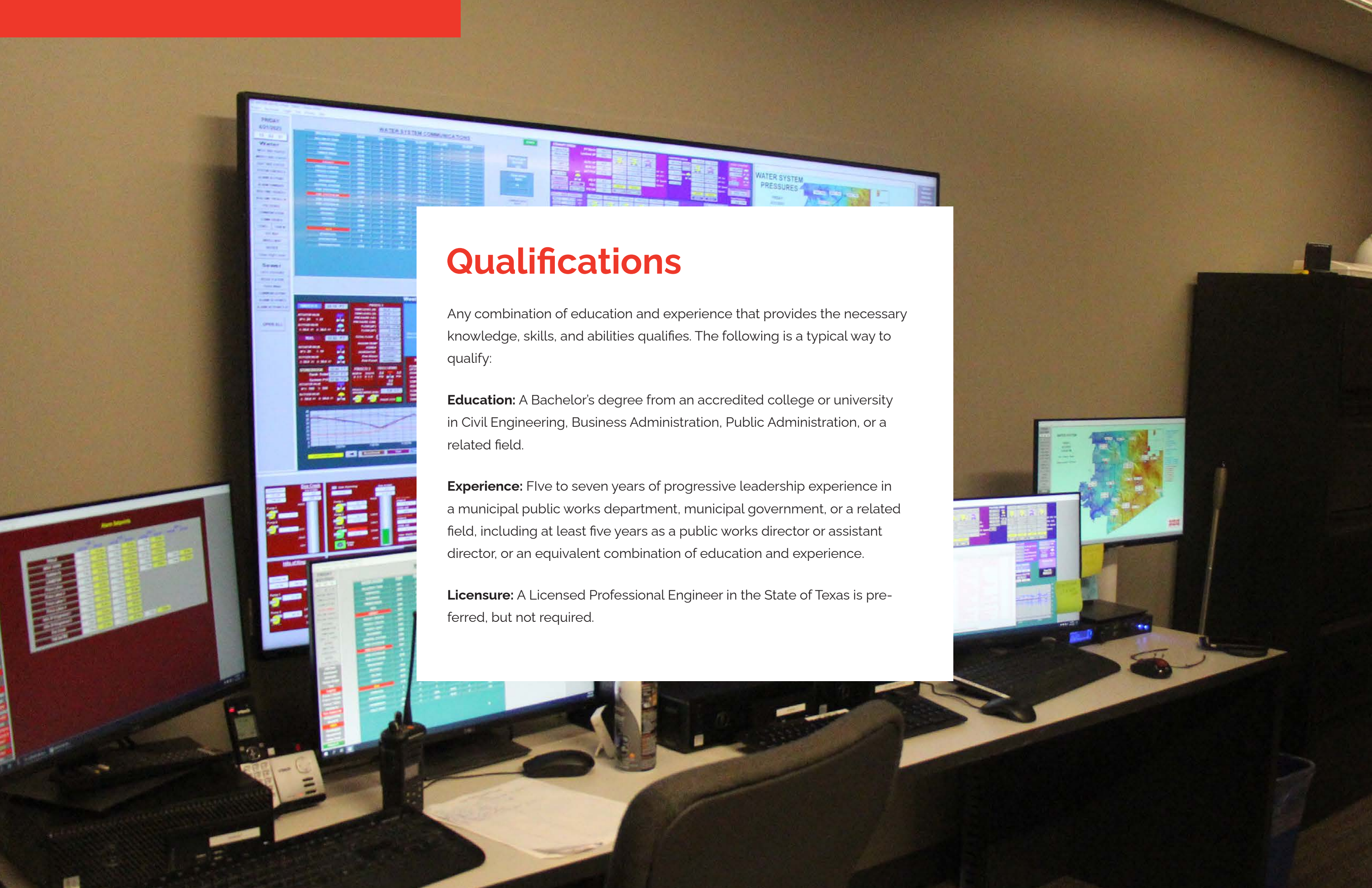
Innovation & Continuous Improvement: A forward-thinking approach to modernizing systems, processes, and technology — from customer-facing tools like the Utility Billing Customer Portal to internal initiatives like asset management — to continually improve efficiency and service delivery.

Financial & Contract Acumen: Comfort developing and administering large operating and capital budgets and negotiating and monitoring contracts and agreements.

Regulatory & Safety Focus: A strong command of state and federal rules governing municipal infrastructure operations, and a genuine commitment to employee safety and accident prevention.

Talent Development & Succession Planning: A genuine commitment to developing staff and building organizational depth, including preparing the Department for an anticipated wave of upcoming retirements.





Qualifications

Any combination of education and experience that provides the necessary knowledge, skills, and abilities qualifies. The following is a typical way to qualify:

Education: A Bachelor's degree from an accredited college or university in Civil Engineering, Business Administration, Public Administration, or a related field.

Experience: Five to seven years of progressive leadership experience in a municipal public works department, municipal government, or a related field, including at least five years as a public works director or assistant director, or an equivalent combination of education and experience.

Licensure: A Licensed Professional Engineer in the State of Texas is preferred, but not required.

Salary & Benefits

The salary range for the Director of Public Works is competitive and will be dependent on qualifications and experience. The City also offers an excellent benefit package, including:

- **Retirement:** Texas Municipal Retirement System (TMRS) is provided with an employee contribution of 7% of salary and a 2:1 matching contribution by the City. TMRS allows for service credit from other public agencies. Additional information can be found at www.tmr.com. An optional 457 plan is also available with both pre-tax and post-tax savings options.
- **Insurance:** Medical, dental, vision benefits, basic life insurance and AD&D = 1x/annual salary, short-term disability and flexible spending accounts.
- **Wellness:** Access to the on-site Frisco Wellness Center is provided at no cost to employees and eligible dependents. Frisco also offers a Wellness Program and a free membership to the Frisco Athletic Center.
- **Leave:** 12 paid holidays per year and paid time off (PTO).
- Tuition Reimbursement
- **Relocation Assistance:** Relocation assistance will be provided for the successful out-of-area candidate.

Full benefit details are available [here](#).





Application & Selection Process

Interested candidates should **apply immediately!** A first review of résumés is scheduled for **November 2, 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:

Yolanda Miller | yolanda@mosaicpublic.com | (916) 581-1433

Greg Nelson | greg@mosaicpublic.com | (916) 581-1426

The City of Frisco is an Equal Opportunity Employer.

This recruitment incorporates existing rules and regulations that govern public sector recruitments in the State of Texas. In accordance with public disclosure/open record laws, information submitted for consideration may be made available to the public upon request by interested parties.

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