



**DIRECTOR OF
ECONOMIC DEVELOPMENT**
CITY OF AUSTIN, TEXAS

Recruitment Services Provided By





An Outstanding Career Opportunity

Austin's rapid growth and national reputation as a hub for innovation, culture, and opportunity create a unique environment for the next Director of Economic Development to make a lasting impact. This is a rare chance to lead a high-performing team in one of the country's most dynamic cities—driving inclusive growth, shaping redevelopment, and building pathways to prosperity for all Austinites.

About Austin

People in Austin enjoy the wide variety of what the city offers, including restaurants, museums, and nature trails, attending world class arts, culture and sporting events at The University of Texas of Austin, browsing uniquely local retailers and vintage shops, and cheering on Austin FC at Q2 Stadium.

Austin is thriving and is fueled by an influx of people and businesses, making Greater Austin one of the country's fastest-growing regions. Austin is currently the 13th largest city in the U.S. and is projected to be the 3rd largest metro in the U.S. by 2100.

The City of Austin was recognized on the Forbes list of America's Best Large Employers 2026, ranking twelfth among government employers and is the only government entity in Texas to make the list. U.S. News & World Report releases a series of lists each year, including the highly respected 150 Best Places to Live. They consider many factors to determine the best, including quality of life, the local job market, value for money, and the place's desirability. Austin is ranked #9 in the U.S. and #1 in Texas for 2025-2026 on that list. Austin is also ranked #9 for best place to find a job and #32 for Best Places to Retire in the US for 2025. In addition, U.S. News and World Report ranked Austin's University of Texas as the #1 public university in Texas, 7th best public university in the nation, 30th among private and public universities, and 15 Austin Metro area high schools made the Best High Schools list. The highest ranked high school in Austin is AISD's Liberal Arts and Science Academy (LASA), which is ranked #6 in Texas and #38 nationally.

Austin's support of LGBTQIA+ people who live and work in Austin led to the City scoring 100 points out of 100 on the 2025 Municipal Equality Index from the Human Rights Campaign.





About Austin

Austin attracts many visitors with its live music events. It's one of the top things to do in Austin all year round – not only during internationally recognized events like South by Southwest and Austin City Limits Music Festival. As the “live music capital of the world,” Austin serenades the community with live music in the airport terminal, on downtown streets, and at about 200 venues. Museums in town include The Contemporary Austin, the Blanton Museum of Art, and the Mexic-Arte Museum. Austin offers many community centers, gardens, parks, libraries, churches, synagogues, temples, and other houses of worship and contemplation.

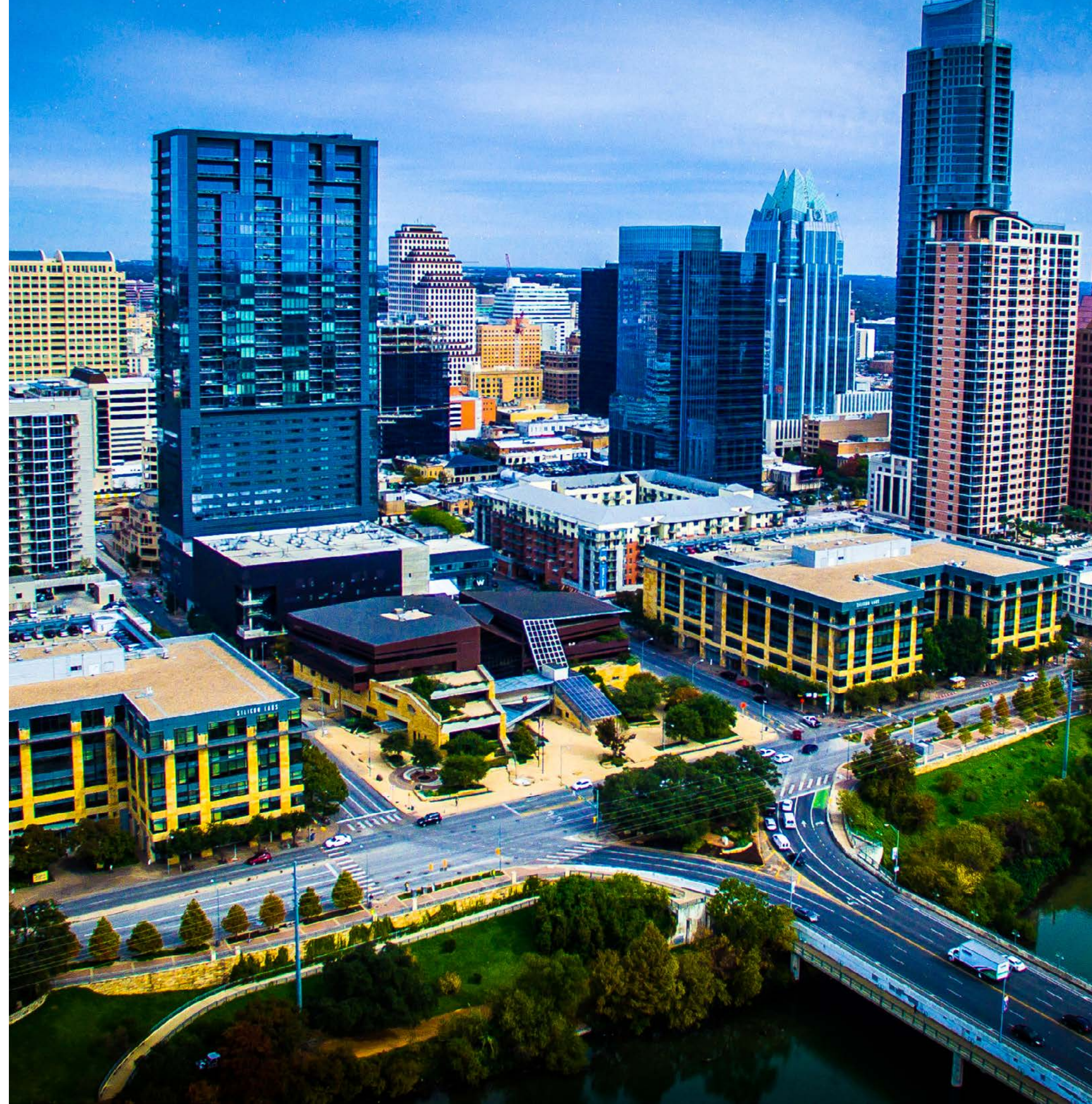
Emerging as a player on the international scene, Austin is well known for its diverse events such as the Austin Food and Wine Festival, Rodeo Austin, Urban Cultural Fest, Reggae Fest, Blues on the Green, Austin Pride Festival, Austin Trail of Lights, NASCAR, and Formula 1. The city is home to notable employers such as the State of Texas, Tesla, Amazon, Apple, the University of Texas, Samsung Austin Semiconductor, Dell Technologies, Oracle, Meta Platforms, IBM, Google, Applied Materials, St. David's Medical Center, Indeed, U.S. Internal Revenue Service, Emerson, and Ascension Seton Health.

Located at the edge of the Texas Hill Country -- rolling terrain of limestone bluffs, springs, rivers, and lakes -- Austin's climate is ideal for year-round jogging, cycling, hiking on the city's many trails, or swimming at Barton Springs Pool or one of the area's many other swimming holes. There are several excellent golf courses in the area, as well as opportunities for rowing, kayaking, canoeing, camping, rock climbing, disc golf, mountain biking, fishing, and more. Austin has something for everyone.

Austin City Government

The City of Austin is a progressive, full-service municipal organization operating under the Council-Manager form of government. Austin's mayor is elected from the city at large, and ten council members are elected from single-member districts. Terms of the mayor and council members are four years, and terms are staggered so that a general election is held every two years, with half the council being elected at each election. Term limits for the mayor and council members provide for two consecutive four-year terms. The City Council is responsible for appointing the City Manager, who is the Chief Administrative and Executive Officer of the City, City Clerk, City Auditor, Municipal Court Judges, and the Municipal Court Clerk.

To learn more about the dynamic City of Austin, visit austintexas.gov.



Join the City of Austin Team

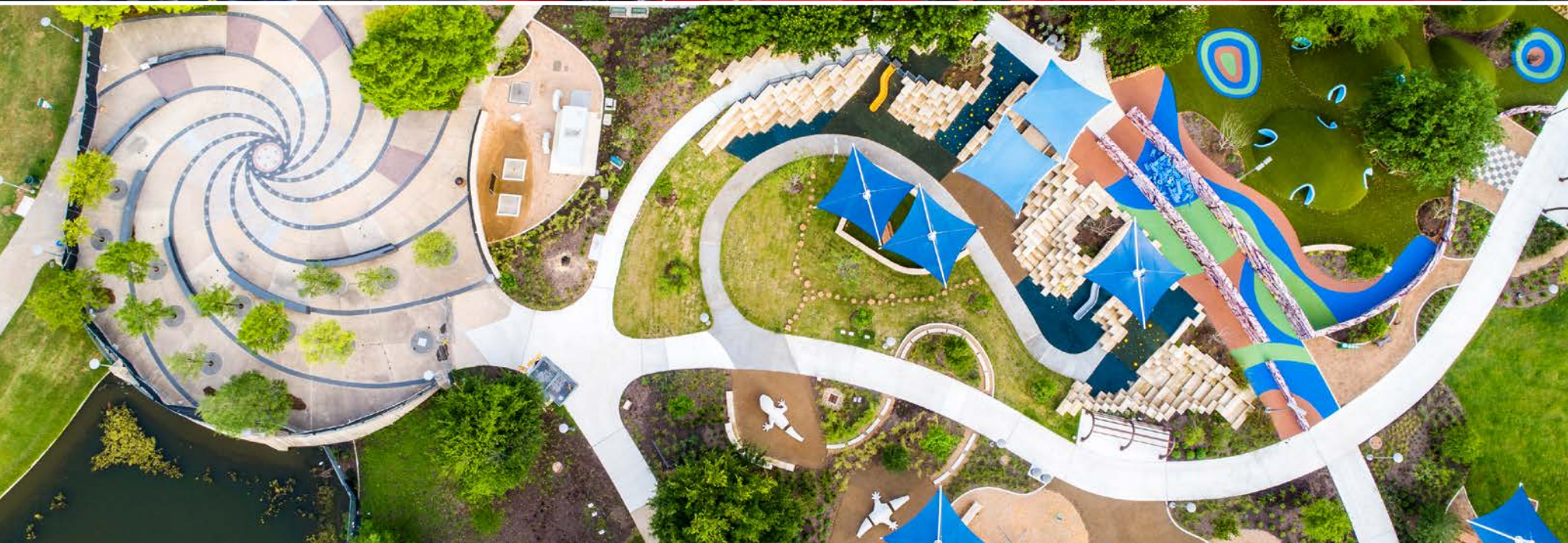
At the City of Austin, we are more than just an employer—we are a vibrant community dedicated to shaping one of the nation's most dynamic and innovative cities. Our core values—Innovation and Sustainability, Diversity and Inclusion, Ethics and Integrity, Adaptability and Resilience, Service, and Respect and Empathy—anchors in service delivery that significantly impact the lives of Austinites. Joining the City of Austin means embarking on a purposeful career, contributing to the community, and being part of a forward-thinking organization that values every employee.

What Makes the City of Austin Special?

- **Make a Difference:** Join a team driving meaningful change in one of the fastest-growing cities in the nation.
- **Value and Innovation:** Work in an environment where employees are valued, and innovation thrives.
- **Competitive Benefits:** Enjoy a comprehensive compensation package that includes generous leave, work-life balance programs, and extensive benefits.
- **Retirement Security:** Plan for the future with the City of Austin Employees' Retirement System.
- **Sustainable Transportation Options:** Commute easily with access to public transit and bike-friendly infrastructure.
- **Focus on Wellness:** Stay healthy through wellness programs, on-site fitness centers, and mental health support.
- **Career Growth:** Advance your skills and expertise with professional development and leadership opportunities.
- **Modern Workspaces:** Work in innovative and sustainable environments designed to foster collaboration and inspiration.

By joining us, you become part of a community that values its people and is committed to making Austin the most livable city in the country.





The Department

The Economic Development Department's purpose is twofold: reducing financial pressure on residents by increasing the commercial tax base of the City and reducing poverty and its associated social costs by investing in the City's rapid growth and creating new pathways to good jobs and well-paying careers for all residents.

Achieving this work is a staff of 58 full-time equivalent positions and an annual operating budget of approximately \$32.4 million. Supporting the Director is a Deputy Director, a Department Executive Assistant and an Equity & Inclusion Coordinator.

\$32.4M
Operating Budget

58FTE
Employees

Ideal Candidate

The ideal candidate for the Director of Economic Development will bring a blend of strategic insight, collaborative leadership, and practical experience in guiding inclusive economic growth. Key attributes include:

- An entrepreneurial approach toward economic development, embracing innovation and creativity.
- Exceptional communication skills, with the ability to convey complex ideas clearly and effectively to diverse audiences.
- Proven ability to manage expectations with transparency, responsiveness, and political savviness.
- Experience leading teams through organizational change in a managed and considerate way.
- Expertise in traditional economic development tools, as well as a strong track record in structuring and executing Public-Private Partnerships (P3s).
- Capacity to shape and champion new approaches to business attraction, building buy-in across internal and external stakeholders.
- Strategic and systems-level thinker who can balance short-term wins with long-term vision.
- Demonstrated success in community revitalization, particularly in historically underinvested areas, with a deep commitment to equity in economic development.



The Position

Reporting to an Assistant City Manager, the Director of Economic Development leads a dynamic department charged with advancing Austin's inclusive growth. The Director oversees a wide range of programs and services, including small business support, downtown services, redevelopment, and international initiatives.

Key responsibilities include:

- **Department Leadership & Strategy:** Leads the development and implementation of departmental goals, policies, and staffing priorities; ensures alignment with citywide objectives and allocates resources accordingly.
- **Citywide Representation:** Serves as the department's primary representative to the City Council, City Manager's Office, elected officials, and external partners. Explains programs and policies while navigating politically sensitive and high-impact issues.
- **Financial Stewardship:** Oversees budget development and administration, including forecasting, expenditure approval, and adjustments. Ensures the department's financial resources support its strategic goals.
- **Community Engagement & Issue Resolution:** Responds to inquiries and concerns from residents, businesses, and civic groups. Collaborates with stakeholders to develop short- and long-term economic development strategies.

- **Cross-Departmental Collaboration:** Coordinates closely with other City departments and external agencies; provides strategic and administrative support to the City Manager's Office.
- **Market Analysis & Strategy Development:** Evaluates local and regional economic trends to inform department initiatives and guide business attraction and retention strategies.
- **Business Promotion & Investment:** Designs and implements programs to market Austin as a destination for investment and entrepreneurship. Leverages Public-Private Partnerships (P3s) and financial tools to support job creation and business growth.
- **Support for Entrepreneurs:** Develops and manages initiatives to help small businesses and startups access capital, technical assistance, and incentive programs.
- **Special Initiatives & Redevelopment:** Leads the City's efforts in high-impact redevelopment projects and major public-private ventures, including commercial districts and public assembly facilities.



Qualifications

The following are the minimum requirements for the position:

Education: Graduation with a Bachelor's degree from an accredited college or university with major coursework in public or business administration, economic development, or a field related to the job.

Experience: Seven (7) years of experience in oversight or managing projects and programs in economic development, economics, business assistance, public and/or private finance, or workforce development. Graduation with a Master's degree may substitute for two years of experience.





Salary & Benefits

The salary range for the Director of Economic Development is **\$219,000 to \$229,000**, with placement in the range depending on qualifications. 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 Proportionate Retirement Program. Optional benefits include supplemental life insurance, a 457 deferred compensation plan, long-term disability plan, and a legal plan.

Visit [Austin Employee Benefits](#) to learn more about the City's employee benefits.

Application & Selection Process

Interested candidates should apply no later than **Monday, April 6, 2026**.
Submit a comprehensive résumé and compelling cover letter online at:

www.mosaicpublic.com/careers

Information submitted for consideration may be made available to the public in compliance with the Texas Open Records Act. Interested candidates are encouraged to contact one of the recruiters below before submitting materials.

CONFIDENTIAL INQUIRIES ARE WELCOMED TO:

Greg Nelson (ret.) | greg@mosaicpublic.com | (916) 550-4100

The City of Austin is committed to compliance with the Americans with Disabilities Act. Reasonable modifications and equal access to communications will be provided upon request. For assistance, please contact 512-974-3210 or Relay Texas 7-1-1.

The City of Austin is an Equal Opportunity Employer.

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