



DIRECTOR OF ENGINEERING
City of Celina, Texas

Recruitment Services Provided By



The Opportunity

Lead the future of one of North Texas's fastest-growing cities. The City of Celina is seeking a visionary Director of Engineering to shape the infrastructure of a community on the rise. This is a rare opportunity to guide transformative public projects, influence smart and sustainable growth, and build high-performing teams while working alongside forward-thinking leadership. In Celina, your expertise won't just manage development – it will leave a lasting imprint on how a thriving city is designed, built, and experienced for generations to come.





About Celina

The City of Celina is a community defined by connection, character, and shared purpose. Located along the northern edge of the Dallas-Fort Worth region's "Golden Corridor," Celina offers a rare combination of hometown warmth and metropolitan accessibility, providing residents and visitors alike with a strong sense of place and opportunity.

With convenient access to major regional corridors, such as the North Dallas Tollway and Sam Rayburn Tollway, Celina remains closely connected to the broader region while preserving its unique local identity. As one of the largest cities geographically in North Texas, the city has the exceptional opportunity to guide growth thoughtfully, ensuring that new development enhances neighborhoods, strengthens relationships, and reflects the values that make Celina a welcoming, vibrant community.

At the heart of Celina is the historic Downtown Square, a hub of civic pride and community life. Locally owned shops, restaurants, and businesses create an inviting environment where residents gather, connect, and support one another. Downtown serves as the stage for more than 30 annual events that celebrate Celina's culture and traditions, including Celina Cajun Fest, Friday Night Market, Beware! of the Square, and Christmas on the Square. These signature gatherings foster connection, engagement, and shared experiences, reinforcing the strong bonds that unite the community.

Celina's growth is a testament to the City's appeal and the value residents place on community. With a population exceeding 60,000 and long-term projections approaching 380,000 at full build-out, Celina has expanded rapidly while maintaining a focus on belonging, family, and quality of life. Recognized by the U.S. Census Bureau as one of the fastest-growing cities in the nation, Celina continues to attract new residents who are drawn not only by opportunity, but also by the City's commitment to engagement, connection, and shared purpose.

At the core of this vibrant community is the City's workforce. Employees are more than public servants - they are partners and stewards of Celina's growth, working alongside residents to shape the City's future. Guided by principles of collaboration, inclusivity, and service-driven leadership, the City invests in its employees, providing the tools, resources, and support needed to thrive. A career with the City of Celina provides the chance to make a tangible difference, contributing to a community where residents feel valued, connected, and proud to call home.



City Government

Celina is operated by a Council-Manager form of government, with six council members and a mayor, elected at-large to three-year terms. The council appoints a City Manager to act as the chief administrative and executive officer of the City. The City provides its services with an annual budget of \$247 million and a staff size of 398 employees. In addition, Celina's Capital Improvement Program (CIP) 5-year budget is an impressive \$870 million.

Celina is not only a destination to live and play, but it is also a great place to work! Employees of the City are truly valued. The City hires the best and is always evaluating its programs, tools, and training to help employees grow and manage their careers. The City of Celina believes diversity drives innovation, and its core values embody a workplace culture where everyone is invited to bring their authentic selves.

In Celina, the dedicated City staff demonstrate their high performance by modeling the values of:

- EXCELLENCE
- COMMUNITY
- INTEGRITY
- SERVICE





The Engineering Department

The City of Celina's Engineering Department plays a vital role in shaping the future of the community by overseeing the planning, design, and construction of public infrastructure projects. This department is responsible for managing bond-funded initiatives that enhance Celina's roads, drainage systems, roadway median lighting, water distribution, and wastewater collection. These essential projects are executed with precision to support the city's growth and ensure the safety and quality of life of Celina residents.

In addition to overseeing large-scale projects, the Engineering Department reviews subdivision plats and private development engineering plans to ensure alignment with the City's high standards. Through rigorous inspections, the department ensures that all construction adheres to approved plans and contract documents, fostering uniformity and excellence in the development of public infrastructure.

The 22 staff in the Engineering Department are supported by a budget of \$3.7 million and are committed to delivering the highest quality infrastructure, along with exceptional service to Celina's residents.

\$ 3.7M Operating Budget **\$ 870M** 5-year CIP Budget

22 FTE
Employees

The Position

Reporting to the Assistant City Manager, the Director of Engineering will provide leadership for the City's engineering and infrastructure functions. The Director manages a multidisciplinary team and oversees the planning, development, and delivery of public and private infrastructure to support a growing community. The Director of Engineering additionally serves as a key advisor to executive leadership and elected officials on infrastructure policy, long-range planning, regulatory compliance, and engineering standards while ensuring organized, high-quality, and responsive engineering services. Some of the primary areas of responsibility for the Director of Engineering include:

Leadership and Management

- Leads and mentors professional, technical, and clerical teams in a high-paced, dynamic work environment with an understanding of the public expectations.
- Oversees, directs, and administers the daily operations of the Engineering Department including workload distribution, project assignments, resource planning, and the development and achievement of Key Performance Indicators.
- Assists developers, landowners, real estate agents, and engineering in facilitating development.
- Takes complex strategic goals and develops specific, achievable, technical goals for multiple internal and external stakeholders.

Capital Improvement Program

- Develops, prioritizes, budgets, and executes the five-year capital improvement program. This process includes preparation of an annual five-year budget, developing project cost estimates, and clear justifications for projects.
- Develops an asset management program for capital assets in coordination with the Director of Public Works. This program will include developing a cycle for analysis, review, and replacement of infrastructure.



The Position

Infrastructure Planning & Development

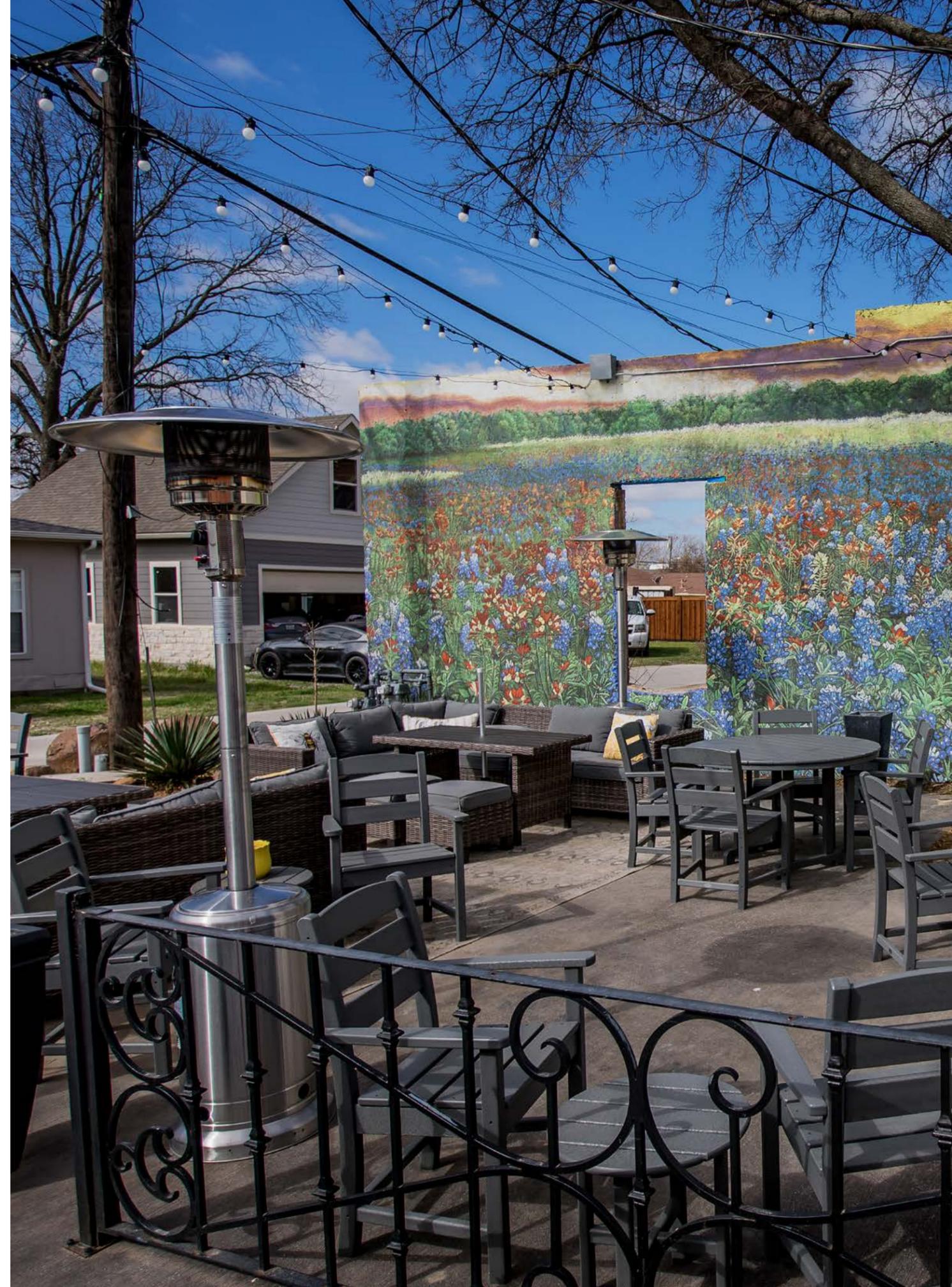
- Administers the City's Engineering Design Standards and Subdivision Ordinance.
- Develops long and short-range plans, goals, and objectives to meet the demand for services and city council objectives.
- Coordinates the selection and installation of all traffic control devices and operation of the traffic signals in the city.
- Evaluates and facilitates development requests.
- Determines engineering studies and analyses to resolve issues arising in the areas of traffic, school zones, flood plain interpretation, and long-range planning.
- Responds to and resolves inquiries from the public, developers, and organizations on specific engineering projects related to water, sewer, roadway, and drainage.
- Provides engineering expertise on development related ordinances.
- Develops, updates, maintains, and implements Master Plans for water, sewer, drainage, and streets, to ensure adequate infrastructure to provide quality services now and in the future.

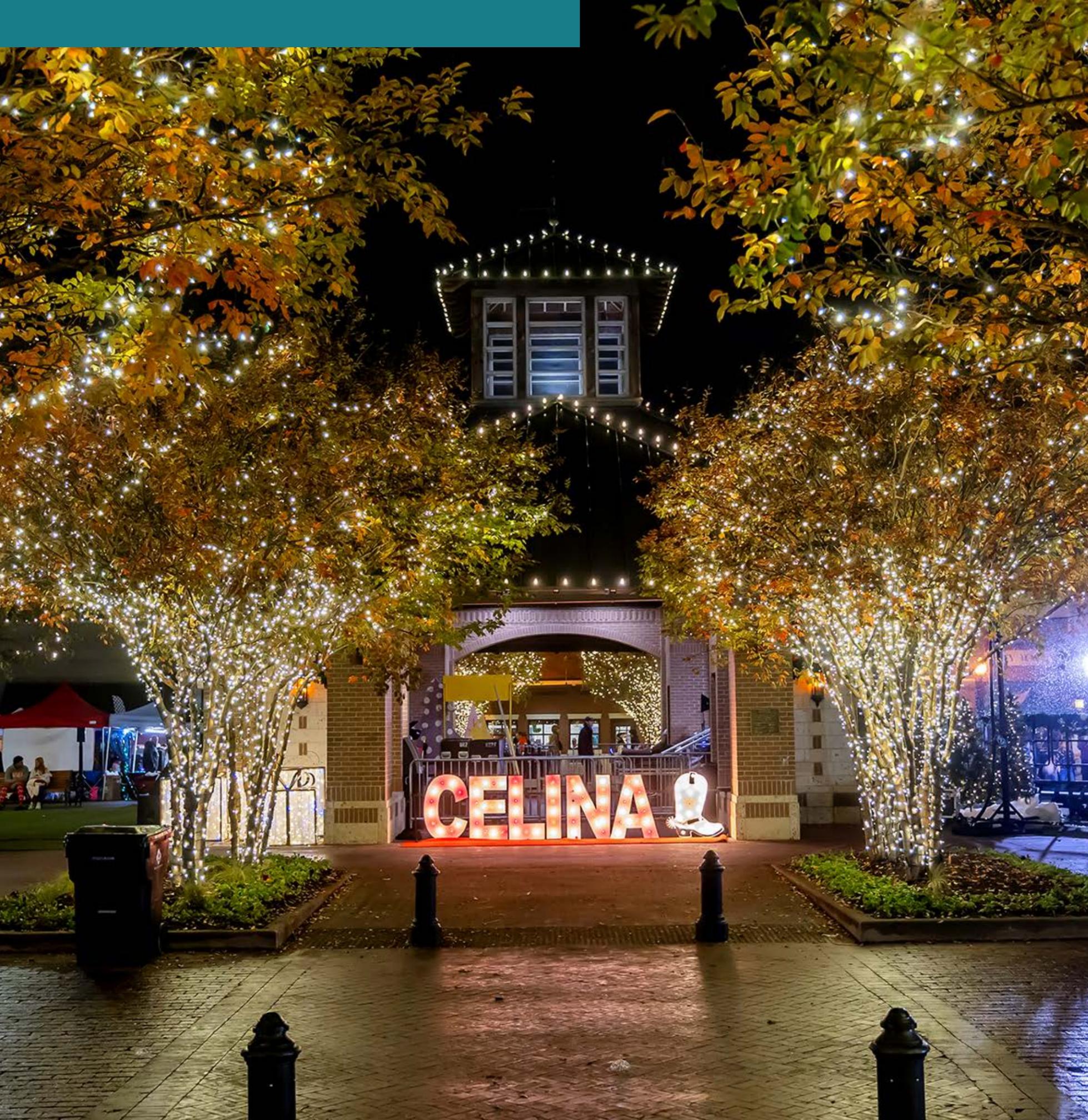
Public Engagement

- Oversees and conducts public meetings for construction projects. Takes a complex engineering project and translates the technical issues into impacts for residents and businesses.
- Makes presentations to the Planning and Zoning Commission, City Council, and other entities which include technical information related to drainage, construction projects, and other engineering projects or topics.

Budget and Administration

- Develops and monitors annual budgetary projections and justifications and submits annual department budget requests.
- Coordinates assessment processes, acquisition of easements, right of way, and franchise utility construction.
- Responsible for personnel related managerial and supervisory functions to include hiring, training, delegating work assignments, evaluating, counseling, disciplining, and related tasks.





Challenges & Opportunities

The next Director of Engineering will have the chance to address some career-defining challenges and opportunities, including the following:

- Clearly, the biggest opportunity for the next Director of Engineering in Celina will be to lead through Celina's current and upcoming growth. The new Director will have the chance to build and develop people, improve and enhance infrastructure, lead exciting capital improvements, and significantly impact the quality of life in this burgeoning community.
- The Director will be a leader in delivering major projects such as a wastewater plant expansion, major highway/roadway expansions, water infrastructure, and working closely with the development community to deliver residential, commercial, and retail expansion in a fast-moving environment.
- An opportunity to take a collaborative approach to working with the Public Works Department, Economic Development, and others in the City organization to strategically and effectively deliver amenities to residents awaits the next Director of Engineering.

Ideal Candidate

The most qualified candidates for the Director of Engineering will have the following attributes:

- Considering Celina's future growth, the strongest candidates will have experience working in larger or high-growth cities that have navigated the complex environments that Celina will soon face. A desire to work in a high-tempo environment and department is essential to success in this role.
- Experience in managing a large Capital Improvement Program, along with associated budgets and projects, will be beneficial.
- A hands-on approach and inclusive leadership style is highly desired to help the successful candidate effectively lead staff and serve as a visible community leader.
- The ideal candidate will be an effective communicator at all levels – warm and approachable, yet able to convey executive presence and have a firm focus on the City's overall goals and objectives.
- A prior track record of success in maintaining and building a healthy and diverse organizational culture is valuable.
- A strong commitment to customer service, along with the ability to shift gears in an agile manner, will benefit the Director.
- Experience with Key Performance Indicators (KPI's) is valued by the City.





Qualifications

Any combination of education and experience that would likely provide the necessary knowledge, skills, and abilities is qualifying. The following is a typical way to qualify:

Education: A Bachelor's degree related to civil engineering, engineering technology, or another engineering field. A Master's degree in the noted engineering fields is preferred.

Experience: Ten (10) or more years of experience in engineering. Progressively responsible managerial and supervisory experience is required. Municipal engineering experience is preferred.

Licensure: Must be a registered Texas Professional Engineer or obtain this designation within six (6) months of employment.

Salary & Benefits

The City of Celina is offering a salary range of **\$142,117 to \$190,994** for this position, commensurate with experience and qualifications. In addition, the City provides an excellent benefits plan that includes:

Retirement: Texas Municipal Retirement System with a 2 to 1 match, 5-year vesting, and retirement with 20 years of service.

Holidays: Nine regular holidays, two floating holidays, and a birthday holiday are provided.

Deferred Compensation: A 457 deferred compensation plan is available.

Insurance: Medical, dental, and vision insurance is provided through Blue Cross/Blue Shield. The City also provides paid life and long-term disability insurance coverage.

Relocation Assistance: Relocation assistance will be subject to negotiation with the successful candidate.





Application & Selection Process

For first consideration, interested candidates are encouraged to submit a cover letter and résumé online as the first review of candidates is tentatively scheduled for **Monday, March 23, 2026**. Apply now at:

www.mosaicpublic.com/careers

CONFIDENTIAL INQUIRIES ARE WELCOMED TO:

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

The City of Celina 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.

Recruitment Services Provided By



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