**City Manager – Marshall, Texas**

Ideally situated in the heart of East Texas, just two hours east of Dallas and 45 minutes west of Shreveport, Marshall is part of the tri-state region—a socio-economic area comprised of 39 counties and parishes in Texas, Louisiana, and Arkansas. With a population of 22,831, it serves as the county seat for Harrison County, which has a population of 66,553. Interstate Highway 20 runs along the southern boundary of the city, with U.S. Highway 59 bisecting the community and U.S. Highway 80 running east and west along its northern boundary.

The next City Manager will be an innovative, visionary leader who will take the organization to the next performance level. The ideal candidate will possess a thorough understanding of municipal management practices, processes, and procedures, and in-depth knowledge of municipal finance. An ability to identify and co-opt best practices, embrace emerging technology, increase professionalism, and promote innovation will be extremely important. A highly ethical leader who values open and transparent government is strongly desired.

The City seeks someone who will create and maintain a high-performance culture in which all employees flourish and be a mentor with a collaborative management style who can build consensus and encourage collaboration within and across departments. The ability to delegate with clarity and authority, hold staff accountable without micromanaging, and set clear expectations is crucial. The next City Manager will be a visible, active member of the community, both personally and professionally; a role model for staff; and someone who values input from citizens and community groups and demonstrates a willingness to build on existing relationships and forge new ones.

The selected candidate must hold a bachelor’s degree. A master’s degree is preferred. This position requires six to nine years of progressively responsible supervisory and/or management experience as a director or management executive. Some experience in municipal government is required. Experience and proven track record of strong fiscal management, project management, planning, economic development, and infrastructure management (funding and replacement) is preferred. Residency within Marshall city limits is required.

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