



City Manager



Where Bold Vision Meets Limitless Opportunity

Brownsville is stepping into one of the most transformative chapters in its 175-year story—one defined by unprecedented economic momentum, groundbreaking partnerships in aerospace and defense, major generational infrastructure investments, and a renewed civic pride that is reshaping what the community believes is possible. Yet even amid extraordinary growth, Brownsville's nearly 200,000 residents remain deeply rooted in its heritage, culture, and values. It is a city where family, authenticity, and community remain at the center of everyday life.

The next City Manager will inherit a unified Commission eager for progress, a highly engaged Mayor, an energized and increasingly high-performing workforce, and major projects underway across nearly every sector—from downtown revitalization, economic development, and airport expansion to trail networks, public safety facilities, and the emerging space and defense economy. This is a rare chance to lead a city experiencing once-in-a-generation change while serving a resilient and deeply connected community that values humility, empathy, and visible, accessible leadership.

A Remarkable Leadership Opportunity

Brownsville is seeking an accomplished, confident, and relationship-driven City Manager who is ready to step into a high-complexity environment and provide clear direction, stability, and inspired leadership to more than 1,200 employees across 22 departments. The ideal candidate brings **executive-level experience from a mid or large, full-service city**, with the professional grounding to manage multimillion-dollar capital projects, guide long-range land use and transportation planning, support economic strategies, and steward public funds with impeccable ethics.

Stakeholders emphasized the importance of a leader who is:

- » **Experienced—not learning on the job.** Brownsville needs someone who has already navigated large-city challenges and can balance vision with execution.
- » **Visible, present, empathetic, and accessible**—both to staff and the community.
- » **Bilingual or conversational in Spanish**, with authenticity in communication and respect for the community’s cultural identity.
- » **Ethical, steady, and unafraid to hold boundaries** in a highly engaged political environment.
- » **Skilled in managing and mentoring executive teams**, adapting to various personalities, and cultivating a collaborative “One City” culture.
- » **Resilient and composed under scrutiny**, including on social media and during high-pressure public processes.
- » **Strategic and business-minded**, bringing economic development, infrastructure, and urban planning or engineering fluency.
- » **Committed long-term**—this is not a stepping-stone role.

Brownsville’s next leader will define the next decade of progress by focusing on people, purpose, and projects—strengthening organizational culture, delivering high-impact initiatives, and partnering authentically with residents, businesses, and regional entities.



A City on the Rise:

Generational Projects Already Underway

With a **\$133 million 2026 fiscal budget**, Brownsville's momentum is visible on every corner of the city—from restored historic corridors to major investments in mobility, technology, and public safety. It's also advancing a historic **\$300 million five-year Capital Improvement Program**, with major projects touching nearly every corner of the city. The next City Manager will guide several cornerstone initiatives, including:

A 400-Acre Downtown Renaissance

Guided by extensive community engagement and a new data-driven master plan, Brownsville is transforming its historic downtown—protecting what makes it unique while positioning the district for vibrant economic activity. Key projects include alleyway revitalization, redevelopment partnerships, and advancement of landmark spaces like the Cannery Public Market, which requires sophisticated contract, construction, and partner management.

A New Public Safety Complex

A \$75–\$80 million facility that will centralize Police, Fire Administration, IT/Cybersecurity, and Emergency Management—designed as a multidisciplinary hub that strengthens collaboration, resilience, and public safety infrastructure.

Major Mobility & Infrastructure Improvements

From the reconstruction of Old Highway 77 to multimillion-dollar water, sewer, and transportation upgrades, Brownsville is investing heavily in its core infrastructure to support growth and improve quality of life. Many of these projects require strategic communication, cross-agency coordination, and strong construction oversight.

A 20-Year Comprehensive Plan & Aligned Master Plans

A new comprehensive plan—paired with synchronized parks, housing, and mobility plans—will define Brownsville's long-term growth. Executing these plans requires a leader with urban planning or engineering sophistication and the diplomacy to balance diverse public interests.

Emerging Space, Defense, and High-Tech Economy

Home to SpaceX's Starbase and a rapidly evolving aerospace and defense corridor, Brownsville is positioning itself as one of the country's first spaceport cities. The next City Manager must understand federal and state relationships, space commerce, defense partnerships, and the delicate art of managing complex, high-profile private partners. "White glove service," strategic negotiation, and strong Washington, D.C. connectivity are essential.

Community & Quality-of-Life Investments

From a major new recreation center initiative and youth facilities to zoo expansion opportunities and trail network enhancements, Brownsville is committed to elevating amenities that strengthen families, health, and community pride.




The Leadership Environment: High Expectations, High Impact

Brownsville's governance culture is deeply engaged—Commissioners attend nearly every event, maintain close communication, and care intensely about City initiatives. This is both a source of strength and a leadership challenge.

Stakeholders described the ideal City Manager as someone who can:

- » **Set clear boundaries while maintaining excellent relationships** with Commissioners, Boards, and community groups.
- » **Navigate politically sensitive environments tactfully**, including during collective bargaining negotiations and high-visibility public discussions.
- » **Communicate frequently and transparently**, ensuring Commissioners feel informed and respected.
- » **Operate with impeccable ethics and integrity**, especially in areas where pressures, opinions, and legacy practices may attempt to pull leadership in competing directions.
- » **Embrace the "One City" culture**, continuing efforts to build teamwork, eliminate silos, and invest in leadership development, employee well-being, and succession planning.

Brownsville's next leader must be strong enough to stand firm and humble enough to listen—balancing community expectations, political dynamics, and organizational realities with grace, confidence, and professionalism.



18th Largest City in Texas
8th Safest City in the U.S
Top 5 Best Places to Live for Quality of Life in US
Top 10 Safest Places to Live in Texas
Top 5 Best affordable places to Retire

Living and Leading in Brownsville

Brownsville offers a lifestyle unlike anywhere else in the country—a binational cultural richness, warm climate, strong family values, and abundant natural beauty. Residents enjoy:

- » Proximity to South Padre Island's world-class beaches
- » A vibrant arts, cultural, and culinary scene
- » A tight-knit community anchored in tradition and resilience
- » Mild weather and outdoor recreation year-round
- » Unique cross-border relationships that expand social, cultural, and economic horizons

Brownsville is not only the 18th-largest city in Texas but also one of the safest, most affordable, and most desirable places to live in the country, ranked among the Top 5 Best Places to Live for Quality of Life and among the Top 10 Safest Cities in Texas. It is a proud, vibrant community with a rich cultural heritage, strong civic identity, and a collective commitment to excellence.

This is a place where leaders become part of the fabric of the community—where attending events, connecting with residents, and being present is not only encouraged but deeply valued. Brownsville wants a City Manager who will live here, invest in the community, and embrace the city as home.

The Ideal Candidate:

A Trusted, Transformational Leader

The strongest candidates will bring:

- » Extensive executive leadership experience in a complex, full-service city
- » Expertise in urban planning, engineering, infrastructure, economic development, or public administration
- » A proven ability to deliver large capital projects and navigate public-private partnerships
- » A people-first mindset that prioritizes culture, mentorship, and employee empowerment
- » Experience working with state and federal partners, especially in areas related to space, defense, transportation, immigration, and public safety
- » Emotional intelligence, resilience, and the ability to thrive in a high-engagement environment
- » Spanish-speaking ability (conversational is welcomed; authenticity is essential)
- » A long-term commitment to serving the community
- » High ethical standards and unwavering integrity





Compensation & Benefits

The City offers a competitive annual salary of **\$300,000–\$350,000 DOQ**, along with a comprehensive suite of executive-level benefits, including:

- » Texas Municipal Retirement System (TMRS) with 2:1 employer match
- » Exceptional medical, dental, vision, and life insurance
- » Free employee and dependent care at Frontier Clinic
- » Deferred compensation options, supplemental insurance, and longevity pay
- » Tuition assistance, professional development, car allowance (if applicable), and relocation reimbursement
- » Generous leave program with 14 holidays, vacation, sick leave, and flexible scheduling options

Why This Role Matters

Brownsville is not merely hiring a City Manager—it is selecting a partner who will help shape the future of a community with extraordinary potential. The next leader will inherit strong finances, dedicated leadership staff, an aligned Commission, and once-in-a-generation projects that will define Brownsville's next 25 years.

This is a profound opportunity to make an enduring impact on a city that is poised to soar—economically, culturally, and globally.



Are you ready to lead a City where innovation takes flight—*Literally?*

For the proven, visionary leader ready to guide Brownsville's next chapter, this is a career-defining opportunity to lead a strong organization in a community with exceptional momentum.

This recruitment will remain open until filled, with a first review of applications on **Friday, January 23, 2026**. Candidates are encouraged to apply early for full consideration.

To learn more or apply, visit:

<https://www.cpshr.us/recruitment/2557>

Confidential inquiries are welcome.

For additional information about this position, please contact:

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Senior Executive Recruiter
aackers@cpshr.us

