



CITY OF PEARLAND, TEXAS ASSISTANT CITY MANAGER

Help lead one of America's best-run cities



65th North
Group



THE COMMUNITY

The City of Pearland, Texas, is a thriving, family-oriented community ideally located along the dynamic Gulf Coast corridor, just minutes from downtown Houston. With a population of approximately 132,000 residents, The City of Pearland is one of the fastest-growing cities in Texas and continues to attract families, professionals, and businesses seeking a safe, vibrant, and well-managed environment.

The City of Pearland offers an exceptional quality of life defined by safe neighborhoods, high-performing schools, extensive park and recreation amenities, and a strong sense of civic pride. The community's excellence has earned national recognition across several measures of livability



and organizational performance. In 2025, U.S. News & World Report ranked The City of Pearland #3 Best Place to Live in the U.S. and also named the City of Pearland #17 Best Place to Retire in the U.S.

Economic vitality is a hallmark of the City of Pearland. The local economy features a strong base in healthcare, life sciences, education, and advanced manufacturing. the City's strategic location and transportation access continue to attract new development and investment across commercial, residential, and industrial sectors.

Residents enjoy an active community lifestyle supported by more than 175 acres of developed parkland, miles of trails, and a wide variety of recreation programs and community events. The City of Pearland's commitment to safety, connectivity, and innovation continues to reinforce its reputation as a premier community of choice in the Houston metropolitan area.



THE ORGANIZATION



The City of Pearland operates under a Council-Manager form of government, with the City Council responsible for policy direction and the City Manager serving as the chief executive officer overseeing daily operations. The Assistant City Manager is part of a high-performing executive team committed to transparency, accountability, and exceptional service delivery.

The City of Pearland's workforce of approximately 944 employees is guided by a strong organizational culture built on trust, integrity, ownership, respect, teamwork, and innovation. These values drive the City's commitment to fiscal responsibility, operational efficiency, and continuous improvement across all departments.

The City of Pearland's total adopted budget for FY26 is approximately \$1.1 billion, including a \$431 million operating budget that supports day-to-day service delivery and a robust capital improvement program investing in long-term infrastructure and community priorities. The City is recognized for strong financial management, earning consistent recognition from the Government Finance Officers Association (GFOA) for excellence in financial reporting and budgeting practices.

This level of financial stewardship and organizational performance reflects the City of Pearland's long-standing focus on sustainable growth, strategic investment, and high-quality municipal services that meet the needs of a growing and dynamic community.



THE POSITION

The City of Pearland seeks an accomplished and forward-thinking professional to serve as its next Assistant City Manager—a key member of the City's executive leadership team who will help guide a thriving, high-performance organization serving one of Texas's most dynamic communities.

Reporting directly to the City Manager, the Assistant City Manager provides strategic direction and executive oversight for multiple City departments and programs. The role requires an ability to balance operational excellence with visionary leadership, ensuring City priorities and community expectations are met through collaboration, innovation, and accountability.

This position will work closely with department directors, the City Manager, and the City Council to implement the City of Pearland's strategic priorities, advance organizational effectiveness, and align resources with the



City's long-term goals. The successful candidate will foster an environment that empowers employees, strengthens interdepartmental coordination, and promotes a culture of continuous improvement and customer service.

In addition to day-to-day leadership responsibilities, the Assistant City Manager will serve as a trusted advisor on citywide initiatives—helping shape policies, manage complex projects, and ensure the City of Pearland continues to deliver exceptional services to its residents, businesses, and regional partners.

THIS IS A ONCE IN A LIFETIME OPPORTUNITY

JOIN ONE OF THE BEST RUN CITIES IN THE COUNTRY, AND A COMMUNITY RECOGNIZED FOR EXCELLENCE, INNOVATION, AND LEADERSHIP.



THE IDEAL CANDIDATE

The City of Pearland seeks an authentic, visionary, and people-centered leader who inspires collaboration and models integrity, accountability, and respect in every interaction. The ideal candidate will bring both strategic insight and operational discipline—someone who can think big, execute effectively, and empower others to succeed.

This individual will foster a culture where innovation, transparency, and teamwork thrive. The next Assistant City Manager will value relationships and believe that trust, communication, and inclusivity are essential to effective leadership. The successful candidate will demonstrate a calm, confident presence, the ability to navigate complex challenges, and a genuine desire to serve both the organization and the community.

The position requires a strong foundation in local government management, organizational development, and fiscal responsibility, as well as a track record of building high-performing teams. Experience guiding large departments, managing complex budgets, and implementing strategic initiatives will be highly regarded.

A bachelor's degree in public administration, business administration, or a related field is required; a master's degree is preferred. Ten or more years of progressively responsible municipal management experience, including executive or department director-level service, is desired.

COMPENSATION AND BENEFITS

The City of Pearland offers a highly competitive compensation and benefits package designed to attract and retain top municipal leadership talent. The starting salary range for this position is \$210,000 to \$240,000, commensurate with qualifications and experience.

The City provides a fantastic benefits package that includes 100 percent employer-paid health insurance for employees and 60 percent coverage for dependents. The selected candidate will also receive four (4) weeks of paid executive leave, a comprehensive suite of professional development opportunities, tuition reimbursement, vehicle allowance, and more.

Retirement benefits are provided through the Texas Municipal Retirement System (TMRS), featuring a 7 percent employee contribution and an exceptional 2:1 City match.



TO APPLY

- Interested candidates should apply immediately by submitting a comprehensive resume and cover letter to 65th North Group at pearlandacm@65thnorth.com.
- The deadline to apply is January 5, 2026, at 5:00 p.m. CT.
- Direct inquiries to 65th North Group, Dave Ross, at dross@65thnorth.com or 480-386-5344.



SELECTION PROCESS

Following the application deadline, 65th North Group will conduct a comprehensive evaluation of all submitted materials. Candidates whose backgrounds most closely align with the City's needs may be invited to participate in the next phase of the process.

Anticipated Timeline

- ◆ January 5, 2026 – Application deadline (5:00 p.m. CT)
- ◆ Mid-January 2026 – Preliminary screening and virtual interviews
- ◆ Week of February 2, 2026 – Finalist interviews
- ◆ March 1, 2026 – Anticipated start date (flexible)

