



From its frontier beginnings in the early 1800's and its reputation as one of the major stops on the famed Chisholm Trail (cattle drives) to its present day economic impact on the region, Round Rock has been a city of influence in Central Texas. Located just 15 miles north of downtown Austin, the City is one of the fastest growing and best managed municipalities in Texas. Round Rock's tradition is preserved in its historic downtown, "Old Town", but its modern commercial/retail areas and major high quality developments now set the City apart from its neighbors. Over 100,000 residents call Round Rock home and benefit from its award-winning master planning efforts and forward thinking public officials who have established an open and inclusive style of government.



Round Rock is home to Dell Inc and other widely recognized Fortune 500 companies, which have a strong presence in the community, including Sysco, Toppan Photomask, Hospira, and Sears Teleserv, to name just a few. The City enjoys a reputation for being extremely safe, with one of the lowest crime rates, for communities of equivalent size, in the State. With an abundant water supply to facilitate continued growth, one of the lowest property tax rates in the state and an award-winning school system and extensive parks and green space, Round Rock has become a community of choice for many families coming to Central Texas.



The Round Rock Independent School District (RRISD) serves over 43,000 students in Williamson County and a small portion of Travis County. Eleven of RRISD's schools have been named National Blue Ribbon Schools since the early 1990s. RRISD consists of five high schools, nine middle schools, 30 elementary schools and two Alternative Learning Centers. Round Rock higher education opportunities include new campuses for Texas State University, Austin Community College and Texas A&M Health Sciences. Texas State University recently opened the St. David's School of Nursing. More than a dozen higher education institutions are located within a one and one-half hour drive of Round Rock, including the University of Texas at Austin, and St. Edward's University, found within a one-half hour drive. Round Rock's population has an exceptional level of education, and local businesses are provided with an intelligent, well-educated workforce.



Recreational amenities abound within the community and in nearby jurisdictions. The City's well developed parks system has over 34 neighborhood and regional parks spanning over 1,000 acres; one of the top five public-play golf courses in Texas; and a total of 76 parks, including preserved/undeveloped open space. As part of a tourism initiative to become the Sports Capital of Texas, the City recently opened an \$18 million sports complex complete with baseball and softball fields. Round Rock has its own Triple A minor league baseball team, the Round Rock Express, which is affiliated with the Houston Astros. The Express plays its home games at the 10,000-seat Dell Diamond Baseball Park.

For other sports minded residents, major Big 12 and small college sports of all kinds can be found in Austin and at the University of Texas. Water sports are plentiful in the region as Round Rock is conveniently located within a few miles of recreational centers found at Lake Travis, Lake Austin, and Town Lake (in Austin), all situated along the lower Colorado River. Round Rock offers virtually “something for everyone.” Community diversity is celebrated and appreciated; residents have a positive “can do” attitude and provide warm/friendly Texas style hospitality, and the City itself is a vibrant, growing community with a variety of still affordable housing and a stable economy. The quality of life in Round Rock remains incredibly high and helps to invite people to live and work in “a community for the future.”

### ***City of Choice***

The Round Rock City Council adopted a new Strategic Plan in April 2009 with the umbrella vision to be the “City of Choice” where creative professionals can combine professional accomplishment and achievement with a culturally rich, socially diverse and family-friendly lifestyle. Staff is implementing that vision which includes 39 goals that fall into four theme areas: Safety & Security, Places & Spaces, Economic Progress and High Value Government.



Round Rock was ranked among America’s Best Cities to Live by Money Magazine last year. In addition, here are some recent accolades we are proud to report:



- Best place to ride out the recession (Forbes.com, June 2009)
- “Safest City in Texas,” among cities with populations of 100,000 or greater (CQ Press, Dec. 2009)
- No. 2 strongest economy in U.S. based on job growth, employment, economic growth and home prices (Austin- Round Rock, Business Week, Oct. 2009)
- No. 1 on “Best Performing Cities Index,” based on creating and sustaining jobs and economic growth
- (Austin- Round Rock, Milken Institute, Nov. 2009)

### **Government:**

The City of Round Rock was officially incorporated in 1913 and operates under the Council-Manager form of government. The Mayor is elected for three years and six Council Members are elected at-large but by place, for three-year staggered terms.

The City employs 839 full-time equivalent personnel and has an annual budget of \$136 million, inclusive of an \$84 million General Fund; \$13 million is dedicated for debt service and \$37.5 million for the Water/Wastewater Utility Fund.

The City enjoys a strong AA+ bond rating. The City’s 5-Year Capital Improvement Plan (CIP) budget is currently in excess of \$400 million.

The City preserves itself as a diverse, historic and family oriented community, with a distinct identity, by being committed to a high quality-of-life, a progressive outlook, being dedicated to democratic ideas, and being appropriately concerned with the impact of today’s decisions on future generations.

A Five-Year Comprehensive Planning Horizon is coupled with longer range plans for utility infrastructure needs (20 years) and for water resources needs (30 years). A philosophy of citizen participation is based on the Systematic Development of Informed Consent (SDIC), a model developed and taught by the Institute for Participatory Management and Planning.

SDIC techniques have been used successfully in the development and implementation of the City's General Plan and Transportation Master Plan, both processes involving extensive community participation. The City of Round Rock is a forward thinking and progressive community that displays a desire for excellence in public services and embraces the concepts of a High Performing Organization (HPO) that strives to simultaneously deliver "high product and service quality, outstanding 'customer value' and sound financial performance."

### ***How We Work***

- **Integrity:** We do what's right. We're trustworthy and responsible for our actions.
- **Respect:** We respect our jobs, each other and the community we serve.
- **Compassion and Support:** We support each other, especially in times of need, and are considerate of our personal lives.
- **Resourcefulness:** Everyone is encouraged to be creative and share new ideas. Our learning is never done.
- **Teamwork:** We are at our best when we work together toward a common vision.
- **Service Excellence:** We are committed to the positive, professional delivery of quality services. We take pride in what we do.

### ***How We Lead***

- We are a team-minded organization made up of dedicated individuals who are creative, trustworthy, motivated, effective and committed to excellence. We identify and act on problems and opportunities responsibly.
- We excel when given the opportunity for self development, when given challenging and interesting work, when recognized for our achievements and contributions, and when empowered to use our talents and skills.
- Knowledge and creativity are widely distributed throughout our organization. Because those closest to a function often know best how to direct and improve it, consultation is necessary to make the best decisions.
- Our best work is accomplished by individuals collaborating as a team. We communicate effectively, treat each other with respect and share leadership responsibilities.
- Everyone is expected to contribute to our organization's success. Our values of Integrity, Respect, Compassion and Support, Resourcefulness, Teamwork and Service Excellence hold us accountable to each other and our community.



Leaders in the City of Round Rock are most successful if they are:

- Consistent and predictable
- Flexible and adaptable
- Innovative
- Politically astute, but not political

**The Position:**

The City Manager is appointed by the City Council as are the City Attorney and Municipal Court Judge. The City Manager serves as the Chief Administrative Officer and has responsibility for the day-to-day operations of the municipality and Executive Management Team. That team consists of two Assistant City Managers, City Secretary and ten department directors, to include the Chief of Public Works Operations (Infrastructure Development and Construction Management, Operations and Maintenance, Administration and Special Programs), Fire Chief, Police Chief, Library, Parks & Recreation, Planning & Community Development, Finance, and Human Resources Directors.

The City Manager will plan, organize, and direct overall administrative activities and operations of the City; to advise and assist City Council; to represent City's interests with other levels and agencies of government, business interests, and community at large; and to exercise independent judgment and initiative.

**The Ideal Candidate:**

The ideal candidate should possess at least eight years of increasingly responsible experience in an administrative, managerial, or staff capacity in a large municipal organization, involving the responsibility for the planning, organization, implementation and supervision of varied work programs.

This individual should be proven as an innovative and visionary leader with experience working in a fast-growing community and have coordinated activities consistent with established goals, objectives and policies. The successful candidate should possess experience in new development, redevelopment and retention programs in order to support the continuous growth in Round Rock.

The ideal candidate must have strong leadership abilities, as he/she will be expected to serve as a leader within the community and the region. This individual should have experience in strategic planning and organizational development and be successful at recruiting and developing key employees. Effective communication along with strong collaboration and team building skills will be necessary for this individual to be successful.

The City Manager must possess excellent interpersonal skills with a strong ability to forge relationships with the Mayor and Council Members, city staff, the community, and the region. The successful candidate will be forward thinking and have demonstrated the ability to foster successful public / private partnerships within the community. The ideal candidate will be fiscally conservative and have a strong background in finance. This individual must be able to adhere to the highest ethical and moral standards and be able to display transparency.

**Education and Experience:**

A Bachelor's degree from an accredited college or university with major course work in Public or Business Administration or closely related field is required. A Master's Degree is desired. While the City of Round Rock has established minimum qualifications and credentials, each Candidate's background and employment will be reviewed for outstanding levels of professional accomplishment and community interaction.

**Salary:**

The City of Round Rock is offering a competitive salary commensurate with experience and a comprehensive benefits package. Relocation assistance will be available for the successful out of area candidate.



## How to Apply:

Interested applicants should forward a cover letter and resume to:  
resumes@affionpublic.com  
Reference: RRCM

Affion Public  
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*Flickr group photos: Front Cover: Photos of bicyclists provided by MultiSportPhotography; Dell Diamond photo by Flynow2; Rock photo by Motleypixel; night picture of baseball field by ckandi007; cattle statue by peaceocake; waterpark picture by MJ'sPics; Memorial Park photo by Khowaga; Round Rock Park photo by Olga Melhiser; Round Rock in the Middle of Brushy Creek by peaceocake; downtown shops by Flynow2; Game on flag by the Seafare; Round Rock by Mon\_C\_Perez; Windmill by IgorTX.*