



MCKINNEY, TEXAS



HUMAN RESOURCES DIRECTOR



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EXECUTIVE RECRUITMENT

HUMAN RESOURCES DIRECTOR CITY OF MCKINNEY, TEXAS



THE COMMUNITY

McKinney, Texas, (population of 202,690), has a unique, rich, and diverse spirit with a vibrant present and promising future. Located along US 75, in the northeastern corner of the Dallas-Fort Worth metroplex, McKinney's population has more than doubled every ten years since 1990 and is expected to reach 350,000 once the community is built out. McKinney is just 30 miles north of downtown Dallas and is the county seat of Collin County.

Throughout its growth, McKinney has maintained its sense of community and dedication to community engagement. The City's Unique by Nature brand is more than a tagline – it represents a way of life in a community that willingly works together to make McKinney a great place in which to live, work and raise a family. The City continues to invest in parks, recreation areas and well-planned open space, ensuring that as the community grows, it retains its livability and sense of place. The many and varied recreational opportunities include hiking and biking trails, aquatic centers, splash pads throughout the City parks and a full array of adult and youth sports including golf, soccer, tennis, baseball, softball and more. The City offers numerous festivals throughout the year including holiday events, outdoor music, and art fairs. Residents also benefit from all the cultural amenities within the Metroplex.

The City is known for its diversity of housing options located on beautiful tree lined streets and its outstanding educational system. The highly rated McKinney Independent School District, as well as excellent area private schools, provide quality education to over 24,500 students in grades K-12. All three McKinney ISD high schools rank in the top 5% in the nation. McKinney also offers easy access to higher education as the home to Collin County College and branches of the University of North Texas, Texas A & M – Commerce and the University of Texas at Dallas as the Collin Higher Education Center.

In addition to its thoughtful residential development, McKinney has been an important destination for business leaders. The City has attracted companies like Raytheon, Wistron Green Tech, Torchmark, Emerson Process Management, Tong Yang, Simpson Strong Tie, Tenant Tracker, Manner Plastics, Dynacraft and Traxxas. Home grown companies like Encore Wire, Newtoy (now Zynga), RMCN and Brandon Industries have also thrived in McKinney. The City has been a leader in sustainable developments and its historic business district is one of the largest and most successful in the state.

THE ORGANIZATION

[The City of McKinney](#) operates under the Council – Manager form of government with home rule status. The current City Manager was appointed in 2015. The City Council consists of seven voting members, four of which are elected from districts and two members plus the mayor elected at large. All members are elected for four-year terms, with a limit of two terms per office. The City of McKinney is a large, complex organization with 1,500 FTEs and a \$650 million all funds budget. The City's fiscal policies have resulted in a AAA bond rating from S&P and Moodys. In addition to being a full-service municipality, McKinney serves as the County seat of Collin County and is home to the McKinney Performing Arts Center (the former Collin County Courthouse) and the McKinney National Airport, a full-service North Texas general aviation airport with a very active corporate flight department.

Working for the City of McKinney is more than a job. It is an opportunity to make a meaningful difference in the lives of others. It is also an opportunity to be a part of a High-Performance Organization that values collaboration and works at a fast and dynamic pace.



COMMUNITY STATISTICS

Population: 202,690

Demographic Breakdown:

White Alone: 71.5 %
Black or African American: 11.1%
American Indian and Alaska Native: 0.4%
Asian Alone: 9.3%
Two or more races: 6.0%
Hispanic or Latino: 17.9%

Median Household Income - \$100,775

Median Home Value - \$327,800



ORGANIZATIONAL VALUES AND EXPECTATIONS

The City of McKinney is focused on the values and expectations inherent in a high performing organization. City staff is undergoing professional development and training in the tenets of HPOs. Each employee's job description includes the following:

In order for us to continue to achieve our primary function of making McKinney a better place to live, work, and raise a family, we hold these expectations for all employees.

- Learn and demonstrate an understanding of how team, department, and City goals are interconnected.
- Contribute to a positive work culture.
- Ability to assess his/her work performance or the work performance of the team.
- Contribute to the development of others and/or the working unit or overall organization.
- Ability and willingness to work as part of a team, to demonstrate team skills, and to perform a fair share of team responsibilities.
- Ability to continuously learn and develop through a mix of internal and external training opportunities, and if applicable, encourage subordinates to do the same.

Furthermore, all employees are guided by four employee-inspired value – Respect, Integrity, Service and Excellence (RISE). It is expected that the organization's leaders and managers adopt a servant-based leadership approach that fosters and supports a healthy, family-oriented culture.

THE POSITION

The Human Resources Director is a member of the City's Executive Leadership Team and reports to the Assistant City Manager. The Director leads a team of eighteen (18) and directs the overall operation of the Human Resources Department. This position includes supervision of employment (recruitment, selection, promotions, testing, performance management, and employee recognition), employee relations, compensation & classification, risk management, safety, benefits & wellness, and human resources information systems. The Director is responsible for compliance with federal and state laws and the development and implementation of human resources policies and procedures, programs, and initiatives.

Organizational Development is a separate department in the City, but the directors collaborate closely to support the growth and development of City employees and the development of a positive and supportive work culture.

This an important and exciting time to lead Human Resources for McKinney. The next Director of Human Resources will have the opportunity to establish a vision for the department. Inspire innovation and actively collaborate with a strong team that believes in the principles of high-performance leadership and the value of public service.

The City is implementing a new ERP system (Oracle) that will go live in April of 2023. Like many in the public sector, the City is challenged with a tightening labor market and examining current and past strategies for employee recruitment and retention, including a review of class and compensation. The next Director will have the opportunity to develop dynamic strategies to ensure that McKinney can attract and retain the talent its needs to be a first class community and organization.





THE IDEAL CANDIDATE

Candidate Requirements

- A bachelor's degree in human resources, or a related field. A master's degree is desirable.
- At least seven years' experience in human resources, with three (3) of those years served in a management capacity. Municipal or public sector experience is a plus.
- Demonstrate a thorough understanding of all functions and facets of human resources.
- Demonstrated experience with ERP and HRIS systems.
- The capacity and interest to be an effective mentor and leader for staff and have a demonstrated record of developing a team.
- An excellent communicator AND an active listener.
- The demonstrated ability to build collaborative, effective relationships across all levels of the organization.
- Enthusiasm and energy for working at a fast pace with the ability to prioritize and delegate effectively.

The Ideal Candidate Will Be

- An approachable and supportive leader who has experience with high performing organization concepts and embraces this philosophy in their leadership style.
- A visionary leader who can develop the departments mission, goals, and strategies in alignment with the City's strategic priorities.
- A transparent and knowledgeable leader able to build trust in the organization.
- Innovative and experienced in identifying emerging human resource trends and opportunities and able to effectively implement best practice solutions.
- Decisive and firm when necessary while acting with clarity and grace.
- Able to balance the needs for strategic thinking and direction with the day-to-day management of the department and cultivate positive morale.



COMPENSATION AND BENEFITS

The starting salary range for this position is \$125,025 – \$181,286 depending on qualifications. The City offers an excellent benefit package including membership into the Texas Municipal Retirement System, optional 401(k) and 457 deferred compensation plans, and an expansive menu of health and wellness benefits. The City is committed to on-going employee education and training. The City dedicates funds for professional development and offers tuition reimbursement programs.

HOW TO APPLY

The recruitment for this position is being handled by GovHRUSA. First review of resumes will begin November 25, 2022. Interested candidates should apply with resume, cover letter and contact information for five work-related references to www.GovHRjobs.com to the attention of:

Charlene Stevens, Senior Vice-President
630 Dundee Road, #225, Northbrook, IL 60062.
Tel: 224-282-8314.
Email: CStevens@govhrusa.com

Interviews with the City of McKinney are anticipated to be in early January 2023. The City of McKinney is an Equal Opportunity Employer and welcomes and encourages diverse applicants.



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