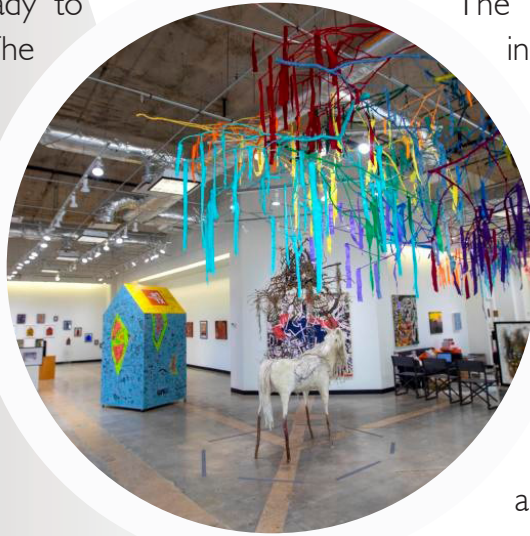




*JOIN SUGAR LAND'S  
TRAILBLAZING LEADERSHIP TEAM*

**ASSISTANT CITY MANAGER/  
CHIEF FINANCIAL OFFICER**

Are you a visionary leader ready to make a transformative impact? The City of Sugar Land invites dynamic professionals to apply for the role of Assistant City Manager/Chief Financial Officer (ACM/CFO). This pivotal position offers a unique opportunity to shape the financial and strategic landscape of one of Texas's most vibrant and innovative cities.



## WHY SUGAR LAND?

Located just 20 miles southwest of downtown Houston, Sugar Land has evolved from its origins as a company town for Imperial Sugar into a thriving city with over 111,000 residents.

Renowned for its safety, exceptional amenities, and high citizen satisfaction, Sugar Land is a full-service municipality committed to excellence. Their master-planned communities, top-tier schools, and rich cultural diversity make Sugar Land an ideal place to live, work, and raise a family.

## STRATEGIC VISION AND INNOVATION

Sugar Land is on an ambitious path, guided by its 2025-2027 Strategic Action Plan. This comprehensive roadmap, developed with extensive community input, outlines the City's commitment to becoming a trailblazing community. Central to this plan are its "All-In Initiatives," which mobilize resources across the organization to achieve transformative results. These initiatives focus on enhancing the suburban community, boosting the City's reputation, encouraging community engagement, fostering sensitive redevelopment, and stimulating economic growth.

The City's strategic outcome areas include:

*FINANCE:* Ensuring strong and viable financial health.

*COMMUNITY:* Maintaining a safe and secure environment.

*ECONOMY:* Cultivating a thriving and vibrant economic landscape.

*CULTURE:* Promoting a dynamic and fun cultural scene.

*PEOPLE:* Fostering a welcoming and engaged populace.

*INFRASTRUCTURE:* Building sustainable and resilient systems.

*TRANSPORTATION:* Ensuring connected and convenient mobility.

*GOVERNMENT:* Being a respected and influential governing body.

As part of the City's commitment to innovation, Sugar Land has been recognized for its proactive redevelopment efforts and data-driven decision-making processes. This is evident by the City receiving the What Works Cities Silver Certification in 2024 and the confidence of the citizens, who in November 2024 approved five general obligation bond propositions totaling \$350M, which will be implemented over the next five to seven years.

## THE ROLE: ACM/CFO

The ACM/CFO will report directly to the City Manager and play a critical role in driving operational excellence and innovation.

Primary responsibilities will include:

- **Strategic Leadership:** Overseeing the administration of key city departments related to financial resiliency and long-term sustainability, such as Budget, Finance,

Economic Development, Redevelopment, and Strategic & Government Affairs, which includes Data & Innovation.

- Fiscal Stewardship: Championing conservative, resilient, and responsible financial management practices to maintain Sugar Land's strong financial position.
- Policy Development: Recommending forward-thinking policies and procedures that enhance service delivery and operational efficiency.
- Community Engagement: Representing the city in interactions with external organizations, agencies, businesses, and the public to strengthen partnerships and community ties.

## IDEAL CANDIDATE

The ideal Assistant City Manager/Chief Financial Officer candidate will be a demonstrated leader with the following traits:

- Strategic Financial Visionary: Future-focused, big-picture economic planning.
- Adaptive & Flexible: Balances structure with evolving fiscal needs.
- Risk-Savvy & Policy-Driven: Ensures compliance while optimizing financial strategy.
- Strong Negotiator & Relationship Builder: Secures funding and financial partnerships.
- Data-Driven & Transparent: Uses analytics for budgeting and fiscal oversight.
- Excellent Communicator & Cross-Department Collaborator: Aligns financial policies with City operations.

The ACM/CFO will provide financial forecasting, economic development insights, and budget sustainability, as well as bring risk-balanced financial solutions while keeping fiscal responsibility in check. Additionally, strengthening vendor



relations, funding acquisition, and fiscal negotiations with stakeholders will be essential.

The ACM/CFO will be expected to utilize data analytics, transparent budget reporting, and efficiency tracking and align budget priorities with operational needs and strategic growth.

The successful candidate will be readily prepared for this outstanding opportunity through:

- Proven Expertise: A Bachelor's degree in public administration, business administration, or a related field (Master's preferred) and at least ten (10) years of progressively responsible professional experience in city management or executive management.
- An Innovative Mindset: A strategic, creative, and solutions-oriented approach to leadership, with the ability to drive transformative initiatives.
- A Commitment to Excellence: A dedication to upholding Sugar Land's core values of innovation, resilience, and superior service delivery.
- A Collaborative Spirit: Exceptional interpersonal skills, with a talent for building consensus and fostering teamwork across diverse groups.

# WHY THIS OPPORTUNITY?

Joining the City of Sugar Land means becoming part of a city that is not only focused on excellence in services but is also dedicated to creating a community where residents and businesses thrive. The ACM/CFO will play a crucial role in shaping the future of a city committed to innovation, inclusivity, and sustainable growth. For more information about Sugar Land's strategic initiatives, visit the City's official website at:

[www.sugarlandtx.gov](http://www.sugarlandtx.gov).

# COMPENSATION & BENEFITS

This is more than a job—it's a career-defining opportunity. The City of Sugar Land offers a highly competitive and market-driven salary, with compensation tailored to the experience and expertise of the selected candidate. In addition to a dynamic and innovative work environment, the City provides a robust benefits package designed to support your well-being and professional growth. Plus, with no state income tax in Texas, you can maximize your earnings while making an impact in one of the most forward-thinking cities in the nation.

# APPLY TODAY

This is more than a job; it's a calling to lead in a city that is setting the standard for others to follow. If you are ready to make a significant impact and be part of a trailblazing team, we encourage you to visit our website at [www.srnsearch.com](http://www.srnsearch.com) and apply online. The position is open until filled; the first review of resumes will begin on April 7, 2025.



Join in making Sugar Land a place where innovation meets community and where your leadership can make a lasting difference.

Resumes will be screened according to the qualifications outlined above. Screening interviews with the most qualified applicants will be conducted by S. Renée Narloch &

Associates to determine a select group of finalist candidates who will be asked to provide references. References will be contacted only following candidate consent. Final interviews will be held with the City. Candidates will be advised of the recruitment status following the selection of the ACM/CFO.

Questions regarding this recruitment may be directed to:

**S. Renée Narloch, President**  
**S. Renée Narloch & Associates**  
**[info@SRNsearch.com](mailto:info@SRNsearch.com) | 850.391.0000**  
**[www.SRNsearch.com](http://www.SRNsearch.com)**

*Under Texas Open Records laws, applications and resumes are subject to public disclosure. The City of Sugar Land is an Equal Opportunity Employer and values diversity at all levels of its workforce.*



**S. RENÉE NARLOCH  
& ASSOCIATES**  
PROFESSIONAL EXECUTIVE RECRUITMENT

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