

**THE CITY OF GARLAND, TEXAS, SEEKS A**



# **REGULATORY AFFAIRS DIRECTOR**

**Director Career Opportunity**

**[Careers.GarlandTX.gov](http://Careers.GarlandTX.gov)**





Garland is a place where people make great memories and live vibrant lives in a community built for Making Your Mark!

## The Community

As the 13th largest city in Texas, Garland is a destination for any dream. Our nearly 250,000 residents enjoy big-city amenities such as Lake Ray Hubbard, the shops at Firewheel Town Center, Firewheel Golf Park, a historic Downtown, a nationally acclaimed school district, public transit and easy access to anywhere in Dallas-Fort Worth. Despite Garland's size, however, our community maintains its friendly, small-town feel.

SmartAsset.com ranks Garland in the top 20 of the nation's largest cities as best for buying a family home. The Dallas Business Journal calls Garland the best-kept secret for homebuyers seeking the best value. The RealtyHop Housing Affordability Index lists Garland as the most affordable market in the Dallas-Fort Worth area and the only market in DFW where the share of income needed to afford a home is below the national average.

Garland residents enjoy an abundance of recreation opportunities with 63 parks covering more than 2,500 acres. In fact, every Garland resident has a park or greenbelt within a 10-minute walk from home! Our hiking and biking trails have also been called some of the best in the metroplex, and Firewheel Golf Park is Texas' largest municipal golf facility with 63 holes for championship-style play. With Harbor Point's multiple lakefront dining options, and boating and other water sports available, you can even enjoy Lake Ray Hubbard year-round!

The Texas Commission on the Arts has designated Garland as one of just 54 cultural districts in the entire state. Whether you're catching a Broadway-style show at the Granville Arts Center, watching live music at the Plaza Theatre or experiencing our many unique restaurants, shops, breweries and more, entertainment abounds throughout the city. Garland's Historic Downtown Square, only a few steps away, has been honored as one of the top 10 districts of its kind in Texas. Redevelopment in the Downtown area was recently completed with the rebuild of the City's Square and surrounding streetscapes.

A culturally diverse community filled with innovators, creators and out-of-the-box thinkers, there's a can-do spirit in Garland that inspires entrepreneurs to follow their dreams. We value hard work and inclusiveness, encouraging every individual to Make Their Mark. If you have an idea, Garland has your back. Garland's resources and amenities create an inviting climate for businesses and residents to succeed.





City staff includes more than 2,000 employees and is comprised of more than 40 departments.

## Governance and Organization

In 1951, Garland voters adopted a home rule charter that established the council-manager form of government under which the City presently operates. The eight members of the City Council are elected from single-member districts. The Mayor is elected at-large. By City charter, the City Manager, City Attorney, City Auditor, City Secretary and municipal judges are appointed by the City Council. The City Manager is responsible to the City Council and oversees the day-to-day operations of the City. The executive structure of the City includes the City Manager, Deputy City Manager and three Assistant City Managers. The City is recognized for its management practices, earning consistently high bond ratings and a wealth of state and national awards for innovative programs and initiatives.

Garland provides a wide range of services to its residents, including public safety, curbside recycling, and electric, water and wastewater utilities. The City staff includes more than 2,000 employees and is comprised of more than 40 departments. City operations are guided by the City of Garland's Guiding Principles:

### Mission Statement

*What we do*

We are committed to preserve public trust, deliver quality services, promote economic growth, protect our community and enhance the quality of life for the good of our city and our future.

### Vision Statement

*Where we are going*

Garland's vision is to be a progressive city working together to nurture and grow the economic, social, environmental and cultural well-being of our community.

### Value Statements

*What we believe*

**G**rowth We are growing Garland's future.    **A**mbassadors We are Garland.    **R**espect We respect each other.    **L**ife Balance We value work-life balance.    **A**ccountability We choose to take ownership.    **N**etwork We build connections.    **D**iversity We are inclusive.



## **Empower Excellence: Join Our Team as Regulatory Affairs Director**

As the City of Garland continues to thrive and evolve, the role of Regulatory Affairs Director stands as a pivotal position in ensuring the integrity, compliance and sustainable growth of our community. This brand-new position will:

- Assist in developing the City's legislative and regulatory strategy on all municipal utility matters, with a primary focus on energy-related issues.
- Serve as a resource in providing meaningful advice on government/regulatory issues.
- Establish and maintain relationships with regulatory and legislative bodies to enable effective lines of communication and actively work to position the organization on current and emerging issues at the state levels of government as well as the regulatory arena.
- Represent the City before the PUCT, TxRRC, ERCOT, TCEQ and TWDB and provide strategic and tactical external energy and environmental advocacy in regulatory proceedings to ensure equitable access to clean, affordable and reliable energy resources, to support customer demands and to set the groundwork for future business growth.
- Serve as primary contact with government affairs and regulatory affairs firms including the Texas Public Power Association and its members.
- Attend and actively participate in ERCOT committees and subcommittees representing the interests of the City.

This position reports to the Managing Director of Legislative and Public Affairs. Hybrid work schedule available with travel as needed.



## Position Overview

The City seeks a strategic, collaborative and results-driven leader who has a demonstrated track record of leading government relations and advocacy initiatives for electric utilities. The ideal candidate should have a strong political acumen to navigate the political landscape and understand how legislative decisions may impact the organization. The selected candidate will be strong in both written and verbal communication with excellent interpersonal and public speaking skills. The candidate will model the organizational values and support a culture of achievement through strategic leadership and positive working relationships.

### **The Regulator Affairs Director should possess the following knowledge, skills and abilities:**

- Familiarity with ERCOT protocols, market design and operating procedures.
- Ability to think strategically, work at a consistently high level of responsibility and autonomy, and work effectively with various constituencies.
- Excellent analytical, writing and oral communications skills, as well as the ability to work well under pressure.
- Ability to form and maintain effective relationships with co-workers, peers, industry trade organizations, legislators, legislative staff, regulators and customers.
- Excellent organizational skills with the ability to apply them for status tracking, documentation and project management activities.
- Ability to efficiently prioritize tasks and effectively manage complex projects with multiple deadlines.
- Ability to work collaboratively with all counterparts including City Management, City staff, members of the public, other electric utility representatives and regulators/legislators.
- Ability to evaluate and analyze legislation and regulations.
- Strong problem-solving and critical thinking abilities to analyze complex issues and develop effective solutions.

### **Education and Experience**

**The selected candidate must possess the following qualifications or an equivalent combination of education and experience to successfully perform the essential functions of the position:**

- Bachelor's degree
- Five or more years of progressive experience developing, implementing and coordinating government relations and advocacy initiatives aimed at electric utilities in Texas
- Experience in a municipal-owned utility, electric cooperative and/or investor-owned utility highly preferred.



Competitive salary and benefits package including director-level prerequisites

## Compensation and Benefits

Garland's compensation philosophy is based on a commitment to attract and retain a qualified, motivated and diverse workforce that meets the standards of service and excellence required by the City. **The salary will be market competitive depending on qualifications and experience.**

The total rewards package includes director-level prerequisites and a variety of leave and insurance benefits, including free access to the CityCare Clinic for covered employees and dependents, an award-winning wellness program and a generous 2:1 employer match in the Texas Municipal Retirement System (TMRS)\*. In addition, the City offers a voluntary 457(b) deferred compensation plan, flexible spending account, tuition reimbursement and more. Reasonable relocation benefits may be provided to the chosen candidate.

*\*The City participates in the Texas Municipal Retirement System (TMRS) at a mandatory employee deposit rate of 7% and an employer matching ratio of 2:1.*

## Application and Selection Process

To apply, visit [Careers.GarlandTX.gov](https://careers.garlandtx.gov) to complete an application and upload a resume.

**The position is open until filled with priority review of candidates by May 14, 2024.** All inquiries related to the recruitment and selection process for this position should be directed to the attention of the City's Human Resources Department:

Lilly Clarke, HR Administrator  
972-205-2487 | [Talent@GarlandTX.gov](mailto:Talent@GarlandTX.gov)

## Resources

City of Garland  
[GarlandTX.gov](https://www.garlandtx.gov)

Garland Convention  
and Visitors Bureau  
[VisitGarlandTX.com](https://www.visitgarlandtx.com)

Garland Chamber  
of Commerce  
[GarlandChamber.com](https://www.garlandchamber.com)

The City of Garland is an Equal Opportunity Employer and values diversity at all levels of its workforce. Applicants selected as finalists for this position will be subject to a comprehensive background check prior to appointment. Under state legislation regarding access to public records, information from your submission for application may be subject to public disclosure.