



City of *Nederland* TEXAS



City Manager

Nederland seeks a strategic, fiscally responsible leader with a proven track record in managing municipal operations, overseeing major infrastructure programs, enhancing resiliency and all-hazards preparation, and fostering strong relationships with elected officials, staff, and the community.

This is an opportunity to lead Nederland as its next City Manager.

The perfect place for business and family.

Visit Nederland at <https://www.ci.nederland.tx.us>



Community:

Nederland, Texas, is a thriving, family-friendly community located just over an hour and a half southeast of Houston. With a small-town feel and a strong sense of community, Nederland is home to 18,856 residents and plays a vital role in the Beaumont-Port Arthur metropolitan area. The city serves as a key hub for petrochemical, industrial, and commercial enterprises, offering a business-friendly environment alongside an affordable cost of living, excellent schools, and close-knit neighborhoods.

Situated just 15 miles from the Gulf of America, Nederland provides easy access to Beaumont, Port Arthur, and Houston, blending small-town charm with urban conveniences. Residents enjoy beautiful parks, walking trails, and a variety of annual events, including the Nederland Heritage Festival, Fourth of July Fireworks Extravaganza, and the Lighted Christmas Parade.

Founded in 1897 by Dutch settlers during a railway expansion, Nederland flourished following the 1901 Spindletop oil discovery, solidifying its industrial foundation. Today, the city honors its rich history while embracing modernization, fostering strategic economic development, infrastructure improvements, and a strong sense of community pride.

History of Nederland:

Nederland was officially placed on the map December 24, 1897. On that date, Robert Gilham, civil engineer, filed a certificate describing his finished survey of the town site. The name Nederland was given by its creator, Arthur Stilwell, owner of the Port Arthur Townsite Company. Mr. Stilwell, who constructed the new railroad from Kansas City to Lake Sabine, had chosen many of the names on the route to the railroad as a result of receiving financial backing for the project from the Netherlands. He was hopeful of Nederland becoming a transplanted Dutch Settlement in Texas.

As a tribute to the heritage of Nederland, Texas, settled by immigrants from the Netherlands in 1898, citizens of the city erected an exact replica of a Dutch windmill. The design was one of many used in the Netherlands and the 40 foot tall structure houses a museum.

Artifacts include a trunk brought from the Netherlands before the turn of the century, wooden shoes, a winner of 1952 Olympic Gold Medal (a patch is displayed at the museum) won by W.F. (Buddy) Davis, a native son; and mementos of the late Tex Ritter, country and western music star, who called Nederland home.

The first floor of the museum has a western theme, featuring a suit, boots and other items owned by Tex Ritter, presented by his family.

Artifacts are displayed on two floors of the building along with a small gift shop stocked with imported items from the Netherlands. The Texas State Historical Survey Committee erected a historical marker in front of the building in 1970. A marker honoring War Veterans is located in a special area of park. The park is maintained by the City of Nederland.

The windmill museum was a project of the Nederland Chamber of Commerce, led by an Englishman, M.L.C. Lucke, who was president. Sam Bass, a German Engineer, built a scale model of the proposed structure and this was displayed in the Chamber of Commerce office.

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Ground was broken for the structure on January 11, 1969, dedication ceremonies were held July 1969, with the principle address by the Vice Consul of the Netherlands. The windmill was built on a small tract of city property. Mrs. Dan Barras donated a city lot and another lot was purchased by the city adjacent to the original tract to form Tex Ritter Park.





Governance:

The City Council is the legislative and governing body of the City of Nederland, Texas. The City Council is composed of the Mayor and 4 Council members.

The members of the City Council are elected from the City of Nederland, Texas by an at-large election for three-year terms; the City election is held during the month of May. City Council members, excluding the Mayor, hold ward numbers 1 through 4. The Council members from Wards 1 and 3 shall be elected every three years beginning in 2017; the Council members from Wards 2 and 4, and the Mayor, shall be every three years beginning in 2016.

Organization:

The City of Nederland delivers a comprehensive range of municipal services designed to support public safety, infrastructure, community development, and overall quality of life. These services include:

Public Safety – Police, fire, emergency management, and 9-1-1 dispatch services for the cities of Nederland, Port Neches, and Groves.

Public Works & Infrastructure – Water, sewer, streets, drainage, capital projects, solid waste management, and animal control.

Community Development & Economic Growth – Inspections, planning and zoning, code enforcement, and economic development initiatives.

Quality of Life – Parks and recreation, as well as library services.

Internal Services – Finance, human resources, city administration, and Information Technology, including IT services for Nederland, Port Neches, and Groves.

Ideal Candidate:

The City of Nederland is seeking a visionary and results-driven City Manager to provide executive leadership, fiscal oversight, and strategic direction for the community. Reporting directly to the City Council, this role ensures efficient governance, high-quality service delivery, and the effective operation of all city departments.

Key Responsibilities:

- Oversee city operations to maintain excellence in municipal services.
- Develop and manage the annual budget with a commitment to fiscal responsibility and long-term sustainability.
- Modernize city systems and processes to enhance efficiency, transparency, and innovation.
- Lead critical capital projects, including water and wastewater infrastructure improvements and street rehabilitation initiatives.
- Serve as the primary liaison, fostering strong relationships with business leaders, residents, and external agencies.
- Provide leadership in emergency management, public safety, and labor negotiations to ensure community resilience and security.

The City Manager plays a vital role in shaping Nederland's future, driving modernization, growth, and sustainable development while upholding the city's commitment to integrity, accountability, and progress.



Required Qualifications:

- Bachelor's degree in Public Administration, Political Science, Business Administration, Finance, or a re-lated field.
- Minimum of seven years of experience in Texas municipal government or a closely related field, with a strong understanding of state laws, tax structures, and economic development policies.

Preferred Qualifications:

- Master's degree in Public Administration, Business Administration, or a related field.
- FEMA implementation.
- Experience in union negotiations and public safety labor relations.
- ICMA Credentialed Manager (ICMA-CM) or equivalent executive leadership certification.
- Proven success in capital program management, infrastructure planning, and financial sustainability.

Salary and Benefits:

Salary: Targeted at **\$175,000 to \$195,000** DOQ/DOE

Benefits:

- Comprehensive medical, dental, life/AD&D insurance and long term disability at no cost to employees.
- Dependent coverage, supplemental life/AD&D, and vision insurance available
- Wellness Program
- Employee Assistance Program

Paid Leave:

- Competitive vacation, sick leave, and holiday benefits

Retirement:

- Participation in the Texas Municipal Retirement System (TMRS) with a 7% employee contribution and a 2:1 municipal matching ratio
- Eligibility for the Mission Square (formerly ICMA-RC) 457 Plan

Additional Perks:

- City-issued phone
- Relocation assistance (if applicable)

***The City of Nederland is a welcoming, family-friendly
community with a
strong community support.***



How to Apply

For more information, contact:

A cover letter, résumé and completed employment application must be RECEIVED by the Personnel Office no later than the closing date/time listed above:

**Personnel Office
207 N. 12th Street, P. O. Box 967
Nederland, TX 77627**

The City of Nederland is an equal opportunity employer and does not discriminate on the basis of race, religion, color, sex, national origin, age, disability, marital status, veteran status, citizenship, sexual orientation, or any other class protected by law. The City of Nederland is in compliance with the Americans with Disabilities Act. If you have an established disability as defined in the Americans with Disabilities Act and would like to request a reasonable accommodation when applying, testing, or interviewing for a City of Nederland position, please contact:

**Stephanie Gaspard
Human Resources Director
City of Nederland
207 N. 12th Street,
P. O. Box 967, Nederland, TX 77627
(409) 723-1500 Telephone**

