



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 east 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.

Artifacts are displayed on two floors of the building along with a small gift shop stocked with imported items from the Netherlands.

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 related 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 mailed to:

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



EMPLOYMENT DISCIPLINE AND TERMINATION If yes to any of the below, explain in detail on a separate page. Include employer, date of action, circumstances, etc. Be specific.

Have you ever been subjected to any type of disciplinary action at work?	<input type="checkbox"/> -Yes <input type="checkbox"/> -No
Have you ever been subjected to any type of investigation for disciplinary or internal employment reasons?	<input type="checkbox"/> -Yes <input type="checkbox"/> -No
Has it ever been suggested to you, or have you ever been asked to resign, from any position of employment?	<input type="checkbox"/> -Yes <input type="checkbox"/> -No
Have you ever resigned from any position or employment while under investigation or after being notified that an investigation was contemplated?	<input type="checkbox"/> -Yes <input type="checkbox"/> -No
Have you ever been fired or told that you were going to be fired?	<input type="checkbox"/> -Yes <input type="checkbox"/> -No

CRIMINAL HISTORY

Have you ever been convicted of a misdemeanor (higher than Class C) or felony? If yes , describe in full, including dates, criminal offenses, location (city and state), and disposition.	<input type="checkbox"/> -Yes <input type="checkbox"/> -No
Have you ever pled guilty to, received probation, deferred adjudication, or been placed on any form of diversion for any criminal offense (misdemeanors and felonies)? If yes , describe in full, including dates, criminal offenses, location (city and state), and disposition.	<input type="checkbox"/> -Yes <input type="checkbox"/> -No
Are you currently serving probation, deferred adjudication, or any form of diversion for any criminal offense? If yes , describe in full on a separate sheet, including criminal offense(s), current status, expected date of completion, and the name(s) and telephone number(s) of the probation officer or other person(s) to whom you report while on probation, deferred adjudication, or other form of diversion.	<input type="checkbox"/> -Yes <input type="checkbox"/> -No
Have you ever applied for a concealed handgun permit? If yes, was the permit granted or denied? If denied , describe the reason for denial in full on a separate sheet.	<input type="checkbox"/> -Yes <input type="checkbox"/> -No
Have you ever been charged or convicted for a violation relating to concealed handguns? If yes , describe in full on a separate sheet.	<input type="checkbox"/> -Yes <input type="checkbox"/> -No

EDUCATION AND TRAINING. Copies of transcripts and/or certificates/degrees received from formal education or training must be submitted if required for the job as stated in job description.

Education	Graduated	School	Major Areas of Study	Years/Semesters/Credits/Degree
GED	<input type="checkbox"/> -Yes <input type="checkbox"/> -No			
High School	<input type="checkbox"/> -Yes <input type="checkbox"/> -No			
Fire Academy	<input type="checkbox"/> -Yes <input type="checkbox"/> -No			
Business/Technical	<input type="checkbox"/> -Yes <input type="checkbox"/> -No			
College/University	<input type="checkbox"/> -Yes <input type="checkbox"/> -No			
Graduate School	<input type="checkbox"/> -Yes <input type="checkbox"/> -No			
Other Courses	<input type="checkbox"/> -Yes <input type="checkbox"/> -No			

CURRENT LICENSES/CERTIFICATIONS/REGISTRATIONS

Texas Drivers License: On the date certified as eligible, must hold a valid Texas drivers license and be eligible to test for a Texas Class B Exempt (non CDL) drivers license. At time of hire, applicant will be required to obtain a permit within forty-five (45) days of employment and the license within ninety (90) days of employment as a condition of continued employment	Class	Number	State	Expiration
	Texas Commission on Fire Protection Certificate (date certificate issued <u>or</u> academy completion date)			

Texas Department of Health: Minimum requirement is Emergency Care Attendant Certificate	Type of Certificate	Date Issued	
SKILLS AND QUALIFICATIONS List skills and qualifications you possess for this position.			
ASSOCIATIONS AND OFFICES HELD List professional, trade, business, or civic associations/organizations and any offices held. <i>Exclude</i> memberships which would reveal sex, race, religion, national origin, age, color, disability, or any other similarly protected status.			
Dates	Association/Organization	Membership, Offices Held	
ACCOMPLISHMENTS List special accomplishments, publications, awards, etc.. <i>Exclude</i> information which would reveal sex, race, religion, national origin, age, color, disability, or any other similarly protected status.			
INTEREST IN THIS POSITION Please state why are you interested in this position and your reason for wanting to leave your current employer.			
ADDITIONAL INFORMATION List any additional information you wish to be considered.			
REFERENCES List three business/work references who are not related to you and are <i>not</i> previous supervisors. If not applicable, list three school or personal references who are not related to you.			
Name	Telephone	Describe Affiliation	Years Known
	()		
	()		
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DOCUMENTS WHICH MUST BE ATTACHED TO APPLICATION

Applicants must submit clean, clear copies of the following documents with their application, or no later than the posted deadline:

DOCUMENT	NOT APPLICABLE	APPLICABLE, AND ATTACHED	APPLICABLE, BUT NOT AVAILABLE AT THIS TIME	REASON NOT AVAILABLE	WILL FURNISH BY	FOR CITY USE ONLY
High school education diploma or GED equivalent.						
College transcript (including Fire Academy transcript if completed at an institution of higher education), if applicable.						
Texas Commission on Fire Protection certificate.						
Texas Department of Health Emergency Care Attendant certificate (or higher)						
Texas drivers license. On the date certified as eligible, must hold a valid Texas drivers license and be eligible to test for a Texas Class B Exempt (non CDL) drivers license, or at time of hire, applicant will be required to obtain a permit within forty-five (45) days of employment and the license within ninety (90) days of employment as a condition of continued employment.						
Current vehicle insurance liability card.						
Birth certificate.						
Social security card.						
Letters of recommendation or commendation, if applicable.						
DD14, if applicable.						

AUTHORIZATION AND RELEASE FORM

I understand this application is current for this selection process only. At the conclusion of this selection process, this application will become inactive. When a future vacancy arises, and if I wish to be considered for employment, it will be necessary for me to fill out a new application. Applications submitted after the posted deadline will not be accepted.

I understand the City of Nederland, hereinafter referred to as "the City", does not unlawfully discriminate in employment and no question on this application is used for the purpose of limiting or excusing any applicant from consideration for employment on a basis prohibited by local, State, or Federal law.

I understand it is the City's policy not to refuse to hire a qualified individual with a disability because of that person's need for a reasonable accommodation as required by the ADA. Applicants may be required to perform particular job functions as a part of the testing procedure in accordance with the selection procedures designated for particular job titles. The demonstration tests will be required of all applicants for the particular job, without exception. Applicants are to notify the City in advance of any reasonable accommodation necessary to perform job functions or tests.

I understand that in accordance with the City of Nederland Substance Abuse Policy that any applicant tentatively selected for this position will be required to submit to pre-job offer testing to screen for substance and/or alcohol abuse prior to employment, and that employment in the position will be contingent upon a negative test result. I understand that failing the substance and/or alcohol screen will eliminate me from being considered for this position and any other position with the City for a one year period.

I understand that if I am hired for a position requiring a commercial drivers license, I must comply with the Omnibus Transportation Employee Testing Act of 1991.

I understand that if I am made a tentative offer of employment, my employment is contingent upon successful completion of a post conditional job offer fitness for duty examination and/or medical examination.

I understand that if I am hired, I will be required to provide proof of identity and legal work authorization.

I understand that the information given in the employment process may be investigated and inquiries will be made concerning my employment, education, criminal history, driving records, and other related matters. I give the City the right to contact and obtain information from all references, employers, educational institutions, and government agencies and to otherwise verify the accuracy of the information contained in this application. I hereby release from liability the City and its representatives for seeking, gathering, and using such information and all other persons, corporations, agencies, or organizations for furnishing such information. Accordingly, I hereby authorize all current and former employers, and all other public and private concerns, including (but not limited to) consumer reporting agencies and similar entities, to release any and all information maintained by any such employer, concern, agency, or entity concerning my personal history. I understand if employment with the City is denied wholly or partly because of information contained in a consumer report obtained from a consumer reporting (or similar) agency, that I will be entitled to receive from the City only the name and address of the consumer reporting agency or agencies from which the report was obtained.

In consideration of the City's acceptance and consideration of any application for employment, I hereby, and by these presents do for my heirs, agents, executors, administrators, and assigns, release and forever discharge the City and all affiliated entities from all claims, demands, damages, actions, and causes of action pertaining to or arising out of the City's consideration for my application for employment and use, so long as not malicious, of all information obtained in the course or as a result of all inquiries made into my personal history, and release and forever discharge all former employers from all liability arising out of disclosure to the City of information pertaining to my personal history.

I understand that the City is an employment-at-will employer, in that, either I or the City may terminate my employment at any time for any or no reason subject to applicable state of federal law. I understand that if I am hired, I am free to resign at any time, with or without cause and without prior notice, and the City reserves the same right to terminate my employment at any time, with or without cause and without prior notice, except as may be required by law. This application does not constitute an agreement or contract for employment for any specified period or definite duration. I understand that no representative of the City, other than an authorized officer, has the authority to make any assurances to the contrary. I further understand that any such assurances must be in writing and signed by an authorized officer.

I understand that my application is subject to the Texas Public Information Act and may be released as a public document. I understand that this application is the property of the City and will become a part of my personnel file if I am hired.

I understand that any falsification, willful omission or deception made in connection with the employment process shall be sufficient cause for refusal of employment or dismissal whenever it is discovered.

I certify that all statements made herein or elsewhere in connection with my application for employment are true and correct. I represent and warrant that I have read and fully understand the foregoing and seek employment under these conditions.

Signature of Applicant

Date Signed

Print Name

Applicant State and DL Number