



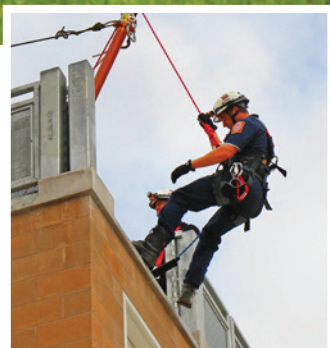
Director of Human Resources

CITY OF FRISCO, TX

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The City of Frisco is seeking a strategic, forward-thinking Director of Human Resources to lead a high-impact department that supports a workforce of approximately 2,000 employees in one of the fastest-growing communities in the nation. Our HR Department is currently 15 employees, and eight (8) new positions are recommended for the 2027 budget. This is a unique opportunity to guide and evolve the HR department in a high-performing organization known for innovation, strong leadership, and a commitment to employee engagement.



About Frisco

Frisco, Texas, is one of the fastest-growing communities in the United States and has earned national recognition as one of the best places to live. Located just north of Dallas, Frisco is home to more than 240,000 residents, with continued growth expected in the coming years. The City is known for its strong economy, high quality of life, and commitment to excellence in public service.

Operating under a Council-Manager form of government, Frisco is a high-performing organization focused on innovation, strategic growth, and community engagement. City leadership is forward-thinking and committed to maintaining Frisco's reputation as a premier destination for residents, businesses, and visitors alike.





Frisco is home to the Dallas Cowboys, NHL's Dallas Stars, MLS's FC Dallas, Frisco Roughriders, Texas Legends and PGA of America.



What Makes Frisco Different

Come be a part of a department where we have the following:

- Full service employee clinic with NO COST for employees and dependents
- Robust employee engagement rewards using BRAVO and quarterly employee awards
- Generous PTO leave and a comprehensive benefits program
- Citywide employee picnics and wellness fairs with music, food and special T shirts for all
- Department retreats mixing strategy with fun – soccer game, baseball game or football game in a sports suite
- Brand new updated HRIS
- Employee-themed events (mental health month relaxing events and March Madness tournaments)



Why This Role Matters

The Director of Human Resources will play a critical role in shaping the City's workforce strategy and ensuring the organization remains well-positioned to attract, develop, and retain top talent. The Director will guide a talented HR team, with additional positions planned, and continue advancing systems, processes, and service delivery to meet evolving organizational needs.

What You'll Oversee

- Talent Acquisition and Recruiting
- Employee Relations
- Compensation and Classification
- Benefits and Wellness
- Workers' Compensation and Leave
- Retirement Programs
- HRIS Technology



The Ideal Candidate

- Experienced HR professional with background in all areas with the ability to review current systems and processes and to strategically place Frisco in a position of continuing growth.
- Established servant leader with ability to build strong relationships with staff, executives and elected and appointed officials.
- Strong communicator with sound judgment and emotional intelligence to navigate complex organizational dynamics.
- Equally important, the ideal candidate will value consistency, transparency, and accountability, while fostering a positive and supportive workplace culture. A commitment to staff development, team building, and organizational excellence will be essential to success in this role.

Education and Experience

Qualified candidates will possess a bachelor's degree in human resources management, public administration, or a related field, along with a minimum of six (6) years of progressively responsible human resources experience, including at least three (3) years in a leadership capacity as an HR Manager, Assistant Director, or Director. Experience in a municipal or public sector environment is preferred. Relevant HR certifications are a plus.



In 2018, Frisco topped *Money Magazine's* prestigious list of 'Best Places to Live in America'.



Culture, Workforce and Environment

The City of Frisco offers a high-energy, fast-paced work environment where collaboration, innovation, and service excellence are valued. The organization fosters a culture of engagement, accountability, and continuous improvement, supported by leadership that prioritizes both performance and employee experience.

Employees at the City of Frisco benefit from a supportive and team-oriented culture where ideas are welcomed and contributions are recognized. The organization emphasizes professional development, cross-department collaboration, and a shared commitment to delivering high-quality services to the community.

Frisco is committed to creating a workplace where employees feel valued, supported, and connected. The City actively invests in its people through wellness initiatives, recognition programs, and opportunities for professional growth, while fostering a culture where individuals and teams can thrive.





Salary and Benefits

The City of Frisco offers a competitive salary commensurate with experience and a comprehensive benefits package. Relocation assistance will be available for the selected candidate.

How to Apply

Interested applicants should forward a cover letter and resume to:

resumes@affionpublic.com

Reference: FRISCODHR



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