



SENIOR VICE PRESIDENT OF ECONOMIC DEVELOPMENT

McKinney Economic Development Corporation (MEDC)





About McKinney, TX

McKinney is one of the fastest growing and most desirable communities in North Texas, offering a unique blend of innovation, opportunity, and an exceptional quality of life. With a vibrant historic downtown, nationally recognized livability, strong schools, thriving business environment, and strategic access to the greater Dallas-Fort Worth metroplex, McKinney continues to attract residents, employers, and investment at an impressive pace.

The City of McKinney is guided by its core values of Respect, Integrity, Service, and Excellence (RISE) – all principles that shape a high-performing, collaborative, and service-oriented culture. With servant-minded leadership, a commitment to innovation, and a shared vision for continued excellence, McKinney offers professionals the opportunity to make a meaningful impact while helping shape one of Texas' most dynamic communities.

About McKinney Economic Development Corporation (MEDC)

The McKinney Economic Development Corporation (MEDC) is a sales tax-funded, statutory nonprofit organization dedicated to strengthening McKinney's economic vitality through strategic business recruitment, expansion, and innovation. Working to broaden the city's tax base and foster sustainable growth, MEDC partners with business leaders, developers, entrepreneurs, and community stakeholders to attract investment, support emerging industries, and create long-term economic opportunity. Through its forward-thinking approach, MEDC plays a central role in enhancing McKinney's prosperity, competitiveness, and exceptional quality of life.

The Position

Reporting to the MEDC President, the Senior Vice President of Economic Development serves in a key executive leadership role responsible for advancing McKinney's business recruitment strategy, managing the organization's project pipeline, and strengthening relationships with the brokerage, development, and business communities. As leader of the MEDC Projects Team, the SVP provides strategic direction on recruitment initiatives, leverages competitive intelligence and data platforms to generate leads, and helps shape innovative approaches that enhance McKinney's competitive position in attracting new investment and business growth.

The SVP plays a central role in defining the organization's long-term economic development strategy, informing which services and solutions are developed internally, how initiatives are executed, and how McKinney continues to evolve its value proposition to meet changing market demands. Serving as an ambassador for both MEDC and the City of McKinney, the SVP cultivates strong internal and external partnerships, leads community engagement efforts, and represents the organization with credibility, vision, and strategic influence.

This is a rare opportunity to help shape the strategic direction of one of North Texas' most dynamic economic development organizations and influence the next chapter of McKinney's growth.

Education and Experience

A bachelor's degree in public administration, business administration, economic development, urban planning, or a closely related field, along with at least five (5) years of progressively responsible experience leading projects, programs, or initiatives related to economic development, business recruitment, infrastructure development, commercial development, finance, or workforce development is required. A master's degree may substitute for two (2) years of experience. Qualified candidates must also be proficient in Salesforce and Microsoft Office applications, including Word, Excel, PowerPoint, and Outlook. An equivalent combination of education and relevant experience that provides the required knowledge, skills, and abilities will be considered.

Candidates must possess a valid Texas driver's license or obtain one upon hire if relocating from out of state and successfully pass a pre-employment drug screening.



Duties and Responsibilities

- Manages all aspects of the project pipeline including processes and utilizing Salesforce (projects database) to provide regular reporting to the President.
- Attends all MEDC Board meetings and presents projects to the Board for consideration.
- Responsible for all internal RFP assignments and its process.
- Manages the development and implementation of department goals, objectives, policies, and priorities for each assigned service area; establishes, within MEDC policy, appropriate service levels; and allocates resources accordingly.
- Acts as official departmental representative to other city departments, City Manager's Office, elected officials, and outside agencies; explains, justifies, and defends department programs, policies, and activities; and negotiates project related incentive and support. Responds to the MEDC Board of Directors, City management and the Mayor and Council regarding economic development and redevelopment projects in person and through written reports when needed.
- Responds to and resolves sensitive inquiries and complaints from both internal and external sources. Works with citizen groups to develop and implement short-term and long-term economic development objectives and programs.
- Coordinates assigned activities with other city departments and outside agencies; provides highly responsible and complex administrative support to the MEDC President.
- Assesses the local and state economy for strengths and weaknesses to assist in strategy formulation and program development to propose for implementation including attention to workforce development factors that influence regional competitiveness.
- Develops, coordinates, and implements strategies and programs to promote the City of McKinney to outside businesses.
- Develops and manages programs to assist new and expanding businesses in obtaining financing and to provide financial incentives to encourage companies to locate in priority areas.
- Prepares and implements special strategies and action plans in marketing/promotional efforts for priority areas within the city, often in conjunction with community-based organizations.
- Develops and negotiates contracts between the City, private developers, and other governmental entities in major, high profile redevelopment projects, such as mixed-use development, corporate relocations, and office/industrial developments.
- Responsible for the limited range of supervisory activities including selection, training, evaluation, counseling, and recommendation for dismissal.
- Serves as ambassador of the MEDC at conferences, trade shows, trade missions and local events.

The Ideal Candidate

The ideal candidate will be a seasoned economic development leader with a strong understanding of local, regional, and national market dynamics, including real estate development, corporate relocation, and business expansion strategies. They will bring executive-level leadership experience in economic development, or significant advisory experience partnering with organizations on complex growth and investment initiatives, and possess the strategic insight to identify opportunities that strengthen McKinney's competitive position in the marketplace.

This leader will be a confident communicator and relationship-builder, skilled at cultivating partnerships across the business, development, brokerage, and community sectors. They will have a proven track record in team leadership, organizational strategy, and innovation, coupled with a collaborative leadership style and the ability to inspire high performance.

Above all, the successful candidate will be a hands-on, forward-thinking executive who is tech-savvy, solutions-oriented, and driven by results, with the creativity, agility, and determination to find a way forward in a fast-paced and evolving environment.



Salary

The MEDC is offering a competitive salary range of \$131,757 - \$191,052 with additional incentive opportunities, commensurate with qualifications and experience, along with a comprehensive benefits package. Relocation assistance will be provided for the successful candidate, if needed.

How to Apply

Interested applicants should forward a cover letter and resume to:

resumes@affionpublic.com
Reference: MEDCSRVP

Affion Public
PO Box 794
Hershey, PA 17033
717-214-4922
www.affionpublic.com

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