

BELTON ECONOMIC DEVELOPMENT CORPORATION

EXECUTIVE DIRECTOR

Recruitment Profile



**LEAD GROWTH. SHAPE
BELTON'S NEXT CHAPTER.**

Centrally located. Central to your success.

Belton **EDC**
ECONOMIC DEVELOPMENT CORPORATION

BELTON: CENTRAL TO OPPORTUNITY

Belton sits at the crossroads of IH-35 and IH-14 in the heart of Central Texas, combining direct access to major Texas markets with the character and quality of life of a close-knit community. For an economic development leader, that combination creates a compelling assignment: help translate Belton's location, infrastructure, business climate and sense of place into long-term economic opportunity.

2

Interstates
IH-35 & IH-14



508k

MSA Population



200

Acres in the established
Belton Business Park



227

Acres acquired for future
industrial development



Where Companies Can Grow and People Can Build a Life

Belton offers an attractive combination of a historic downtown, parks and trails, lakes and outdoor recreation, strong schools and higher education, and a central location within one of Texas' most dynamic regions. The University of Mary Hardin-Baylor is located in Belton, while the broader region provides access to a substantial workforce, higher-education network and major employers.

BEDC views quality of place as an economic development strategy. In a market where companies compete for talent, Belton must be a community where employers want to invest and where employees want to live, connect and stay.



ABOUT BELTON ECONOMIC DEVELOPMENT CORPORATION

Created in 1990 following voter approval of the State of Texas 4A sales-tax program, the Belton Economic Development Corporation is a Type A economic development corporation funded primarily by a dedicated one-half-cent sales tax. BEDC is governed by a five-member Board of Directors appointed by the Belton City Council.

BEDC's mission is to promote, assist and enhance economic development activities within Belton, with special emphasis on job retention, job creation and capital investment. BEDC is a separate Type A corporation with its own Board governance and statutory responsibilities, but it intentionally works in close alignment with the City of Belton. City leadership and staff share a pro-business approach to growth and development, and BEDC seeks to operate as part of that broader team.

Within the boundaries of Texas law, BEDC's Board is entrepreneurial, solutions-oriented and open to new ideas. The Executive Director is expected to engage broadly with businesses throughout Belton, including businesses that may not qualify for direct Type A incentives, understand what is standing in the way of growth, and help identify lawful solutions through BEDC tools, City partnerships, infrastructure, workforce resources and other public or private partners.

BEDC AT A GLANCE



Momentum and Development Assets

- An established 200-acre Belton Business Park with major utility infrastructure and remaining development and expansion opportunities.
- A combined 227 acres of recently acquired future industrial land, including a 62-acre tract along IH-14 and a 165-acre tract near IH-35 on Amity Road, creating a substantial pipeline for future development.
- Recent infrastructure investment, including the West Avenue D extension and new access into the Business Park.
- Continued business recruitment and expansion momentum, including a 127,000-square-foot Amazon delivery station announced in 2025.
- Strong, pro-business alignment and partnership with the City of Belton, along with Bell County, educational institutions, workforce partners, utilities, regional organizations and the local business community.

THE POSITION

Reporting to the BEDC Board of Directors, the Executive Director serves as BEDC's chief staff executive and lead economic development professional. The Executive Director translates the Board's vision and priorities into a comprehensive strategy focused on primary job creation and retention, capital investment, business attraction and expansion, site and infrastructure development, and long-term economic competitiveness.

The role combines external business development with executive leadership. The Executive Director leads BEDC staff and operations; manages strategic projects, incentives, real estate and partnerships; and serves as the Corporation's principal liaison to the City of Belton, businesses, site selectors, developers, utilities, educational and workforce partners, and regional and state economic-development organizations.

A Distinctive Public Partnership Environment

BEDC is a separate legal entity governed by its Board of Directors, but close alignment with the City is intentional and central to Belton's economic development approach. The Executive Director is expected to build trusted relationships with the BEDC Board, City Council, City management and City departments and help turn shared priorities into action. The City provides administrative support, including human resources, payroll and employee benefits, while the Executive Director receives strategic direction and performance accountability from the BEDC Board.

Core Leadership Responsibilities

- Lead business recruitment, expansion and retention efforts from initial relationship through project completion.
- Engage broadly with businesses across Belton, including businesses that may fall outside traditional Type A incentive categories, and help connect them with appropriate BEDC, City, infrastructure, workforce or partner-based solutions consistent with applicable law.
- Negotiate and administer incentive and performance agreements consistent with Board policy and applicable law.
- Lead site readiness, real-estate strategy, infrastructure coordination and development of BEDC-owned properties.
- Develop strategic plans, annual work programs, performance measures and recommendations for Board action.
- Manage BEDC finances, budget recommendations, contracts, expenditures and organizational resources with strong stewardship and transparency.
- Lead, coach and evaluate BEDC staff; set clear expectations and build a high-performing, service-oriented team.
- Serve as a visible ambassador for Belton with businesses, site selectors, developers, regional partners and the community.

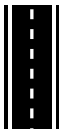
LEADERSHIP OPPORTUNITIES & PRIORITIES

The next Executive Director will inherit a well-established organization with strong partnerships, meaningful financial capacity, development assets and momentum. The opportunity is to build on that foundation while positioning Belton for its next generation of investment and talent growth.



Activate BEDC's Next Generation of Industrial Sites

Advance strategy, infrastructure, marketing and deal readiness for the 62-acre IH-14 property, 165-acre Amity Road tract and remaining Business Park opportunities.



Retain Businesses Through the I-35 Corridor Transition

Work closely with the City of Belton, TxDOT, property owners and affected businesses as planned I-35 widening and associated right-of-way needs reshape the corridor. Proactively help existing Belton businesses anticipate potential displacement, identify viable relocation opportunities within Belton and remain part of the community, while also helping position affected areas for successful long-term redevelopment and reinvestment.



Compete for Quality Primary Employers and Investment

Build a focused prospect pipeline, strengthen site-selector and corporate relationships, and convert Belton's central location and pro-business environment into quality jobs and capital investment.



Make Talent and Quality of Place Part of the Economic Development Strategy

Use BEDC's business perspective to help strengthen the community attributes that matter to employers and workers, including housing choices, downtown vitality, recreation, connectivity, amenities and a strong sense of place.



Advance Imagine Belton

Continue BEDC's partnership with the City to implement the Imagine Belton vision and redevelopment framework, supporting a vibrant core and adjacent corridors that contribute to talent attraction, business investment and long-term community competitiveness.



Strengthen Business Retention, Expansion and Workforce Partnerships

Maintain direct relationships with existing employers, identify barriers to growth, coordinate training and workforce solutions, and help local industry remain competitive.



Build Organizational Capacity for the Next Chapter

Lead a small professional team, develop talent, clarify roles and priorities, and shape the organization's future capacity as BEDC's portfolio and responsibilities evolve.



Apply Creative, Compliant Problem Solving

BEDC's Board wants a leader who understands the boundaries of Type A authority without treating them as the boundaries of the conversation. Engage broadly with businesses, including those that may not qualify for direct BEDC incentives, and help identify lawful paths forward through BEDC, the City, infrastructure, workforce resources, partner programs or other tools. Pair that creativity with disciplined financial stewardship, clear Board communication and strong compliance with applicable Texas law.

THE IDEAL CANDIDATE

BEDC seeks an accomplished, relationship-driven leader who can operate comfortably in both the boardroom and the marketplace. The successful candidate may come from traditional economic development or from a closely aligned path such as corporate development, site selection, commercial or industrial real estate, development, finance, public administration or industry, provided they bring the judgment, business acumen and relationship skills needed to lead complex projects and represent Belton effectively.

STRATEGIC AND RESULTS-ORIENTED EXECUTIVE LEADERSHIP

Turns broad goals into clear priorities, executable work plans and measurable outcomes; comfortable making decisions and maintaining accountability.

RELATIONSHIP BUILDER AND COMMUNITY AMBASSADOR

Creates trust with employers, site selectors, developers, Board members, City leaders, partner organizations and community stakeholders; visible and engaged in Belton.

COLLABORATIVE CITY PARTNERSHIP

Works comfortably within public governance and transparency requirements and intentionally builds alignment with the BEDC Board, City Council, City management and City departments, while maintaining the responsiveness and urgency expected by businesses and prospects.

COMMUNICATION AND EXECUTIVE PRESENCE

Communicates complex projects clearly in writing and in public settings and can represent BEDC credibly with executives, public officials and the community.

BUSINESS DEVELOPMENT AND DEAL-MAKING

Understands what drives location and expansion decisions and can build relationships, structure solutions, negotiate effectively and move complex projects forward.

FINANCIAL AND ANALYTICAL JUDGMENT

Comfortable with budgets, incentives, return-on-investment analysis, real estate, infrastructure economics and the responsible use of public resources.

PEOPLE LEADERSHIP

Sets expectations, coaches staff, delegates effectively, addresses performance issues when necessary and builds a healthy, accountable team culture.

ENTREPRENEURIAL, SOLUTIONS-ORIENTED JUDGMENT

Open-minded and resourceful; understands that Type A law defines BEDC's authority, not the limits of the conversation. Looks for lawful, practical paths to help businesses succeed while exercising integrity, discretion and sound judgment.



Community Presence Matters

This is an in-person, community-facing executive role. City-of-Belton residency is not a formal requirement; however, the Executive Director is expected to be meaningfully present in the Belton community and available for business visits, Board and City meetings, receptions, openings, networking events and other engagements that frequently occur outside normal business hours.



QUALIFICATIONS, COMPENSATION & APPLICATION

Qualifications

- ☐ Bachelor's degree in economic or community development, business, economics, finance, public administration, planning, marketing, real estate or a related field, or an equivalent combination of education and relevant professional experience that demonstrates the ability to perform the role successfully.
- ☐ At least five years of progressively responsible experience in economic development, corporate or business development, site selection, real estate/development, public administration, finance, industry, or a closely related field, including demonstrated leadership of complex projects and stakeholder relationships.
- ☐ Demonstrated ability to build relationships, negotiate, communicate with executive and public audiences, manage multiple priorities and move projects from concept through implementation.
- ☐ Experience leading staff, teams or major cross-functional initiatives is strongly preferred.
- ☐ Texas Type A/Type B economic-development experience is preferred but not required.
- ☐ CEcD, EDFP, CTED, or comparable advanced economic-development training is preferred but not required.

Compensation & Benefits

Anticipated Hiring Range

\$110,000 to \$150,000 DOQ

Full City Pay Range

\$104,776 to \$157,164

Benefits

City of Belton benefits, including TMRS retirement; vehicle benefit; relocation assistance may be considered





APPLICATION PROCESS

Applications will be accepted through the City of Belton's online employment portal.

APPLY HERE

The first review of applications is planned for
November 3, 2026

The position will remain open until filled. Candidates should submit a completed application, resume and cover letter describing their interest in the opportunity and relevant leadership experience.

Finalists should expect a comprehensive selection process, including interviews and appropriate background/reference review.

The City of Belton and Belton Economic Development Corporation are equal opportunity employers and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity or expression, pregnancy, age, national origin, disability status, genetic information, protected veteran status, or any other characteristic protected by law.

FOR MORE INFORMATION CONTACT

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RESOURCES

Economic Development Corporation

BeltonEDC.org

City of Belton

BeltonTexas.gov

Belton CVB

SeeBelton.com

Belton Area Chamber of Commerce

BeltonChamber.com

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[Youtube.com](https://www.youtube.com)

Belton **EDC**
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