POSITION ANNOUNCEMENT

Vice President, Business Attraction

Attract Investment. Shape Amarillo's Future.

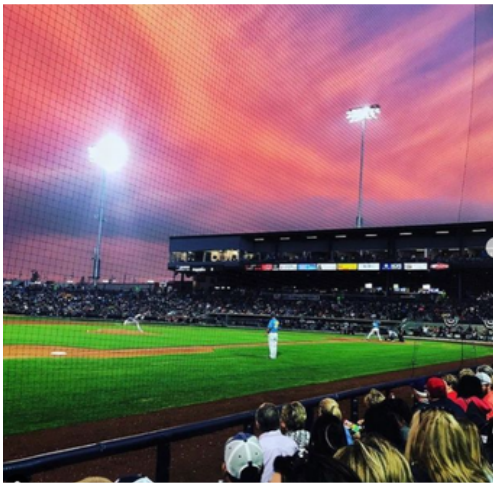
The Amarillo Economic Development Corporation (AEDC) seeks an accomplished professional to serve as Vice President, Business Attraction. Reporting to the President & CEO, this senior leader will recruit new industry, support existing employers, develop strategic partnerships, and move investment opportunities from initial contact through implementation.

The opportunity combines business attraction with meaningful executive responsibility. AEDC seeks a trusted leader who can advance complex projects, develop staff, and provide operational continuity during the President & CEO's absence. Professionals with experience in economic development, corporate business development, investment attraction, corporate real estate, or closely related fields are encouraged to consider the opportunity.

About Amarillo, Texas

Located in the heart of the Texas Panhandle, Amarillo is a diverse regional hub serving more than 600,000 people across the High Plains. Its economy is built on a strong foundation of agriculture, advanced manufacturing, food processing, energy, logistics, and healthcare, supported by a pro-business climate and world-class infrastructure.

Strategically positioned along major interstate and rail corridors, Amarillo serves as a critical distribution and supply-chain center for the central United States. The city continues to attract major employers and new investments, fueled by public-private collaboration and an exceptional quality of life characterized by affordability, accessibility, and a strong sense of community.



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EXECUTIVE SEARCH

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About the Amarillo Economic Development Corporation

Founded in 1989, the AEDC promotes business expansion, job creation, and capital investment throughout Amarillo. Funded through a voter-approved ½-cent sales tax for economic development, AEDC partners closely with city leaders, businesses, and community organizations to foster long-term prosperity. The corporation has played a pivotal role in recruiting and expanding companies across sectors including aerospace, defense, food processing, logistics, and renewable energy—helping make Amarillo one of Texas' most economically diverse and opportunity-rich cities.

Professional Opportunity

The Vice President will translate AEDC's priorities into a proactive business attraction program with a disciplined project execution strategy. This leader will identify prospects, build relationships with corporate executives and site selection consultants, and develop proposals that clearly communicate Amarillo's value to prospective investors.

Responsibilities extend across the investment cycle: qualifying leads, coordinating responses to inquiries, organizing project requirements, supporting negotiations, and maintaining consistent follow-through. The Vice President must understand how sites, buildings, infrastructure, workforce, utilities, permitting, and financing influence a company's location decision.

Existing employers are equally important to AEDC's work. The Vice President will lead structured outreach to identify expansion plans, operational challenges, and workforce needs, connecting companies with appropriate resources and partners.

Beyond project activity, this executive will help sustain effective daily operations. Working within delegated authority, the Vice President will guide staff, resolve problems, maintain priorities, and communicate confidently with business prospects, board members, and public officials when the President & CEO is unavailable.

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Leadership Priorities

The next Vice President will be expected to:

- **Advance business attraction results.** Build a qualified prospect pipeline and move recruitment, retention, and expansion projects toward investment decisions and implementation.
- **Provide dependable executive leadership.** Exercise independent judgment, keep work progressing, and maintain clear communication with the President & CEO.
- **Develop staff and accountability.** Set expectations, delegate effectively, mentor employees, and build a team capable of increasingly independent execution.
- **Strengthen stakeholder relationships.** Earn credibility with corporate leaders, site selectors, elected officials, board members, and economic development partners.
- **Improve operational discipline.** Maintain accurate records, prepare complete board materials, document essential workflows, and introduce practical digital improvements.

Performance will reflect both business attraction outcomes and organizational effectiveness. Measures may include pipeline progression, capital investment, jobs created and retained, employer engagement, partner responsiveness, staff development, and sound stewardship. Goals will be established with the President & CEO, recognizing that corporate investment decisions also depend on external market conditions.

The Ideal Candidate

AEDC seeks a confident, approachable leader with strong relationship skills, sound judgment, and disciplined follow-through. The successful candidate will engage corporate executives and public officials, act independently, recognize when to seek guidance, and protect confidential information.

This leader will develop staff through clear expectations, coaching, and accountability while learning from institutional knowledge and improving established practices. The role offers broad executive responsibility and opportunities for continued leadership growth.

Qualifications

Required: Relevant bachelor's degree and five years of related experience, or equivalent education, training, and experience; demonstrated complex project management and corporate/public-sector relationship skills.

Preferred: Related master's degree; CEcD or EDFP certification; success in investment attraction, site selection, retention/expansion, and team leadership; industry relationships; international business attraction experience.

Travel is required as needed.

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Key Skills, Traits, and Experience

Successful candidates will bring:

- Knowledge of business recruitment, retention and expansion, investment attraction, and site selection.
- Experience managing complex projects and coordinating corporate and public-sector stakeholders.
- Strong communication, presentation, negotiation, and relationship-building skills.
- Familiarity with incentives, economic development financing, real property, and public-sector processes.
- Ability to manage competing priorities, develop employees, and protect confidential information.
- Proficiency with CRM or pipeline management systems, data analysis, and standard business software.

How to Apply

Professionals interested in this executive leadership opportunity are invited to upload a cover letter and resume at www.thechasongroup.com by **November 9, 2026, at 5:00pm CT.**

For More Information

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