Texas Historical Commission
Job Vacancy Notice
(Effective date of this position is September 1, 2023)

Position Title: Assistant Site Manager, Presidio La Bahia State Historic Site
Classification Title: Assistant Park/Historic Site Superintendent II
Job Posting Number: 23-2700-91
Salary: $4,400.00-$5,127.00/Month
Salary Group/Class#: B20/2694
FLSA: Exempt
Opening Date: 06/27/2026
Closing Date: Until filled
Duration: Regular, Full-time
Hours/Week: 40
Work Location Address: Presidio La Bahia State Historic Site, 217 Loop 71, Goliad, TX 77963

JOB OBJECTIVE: Under the direction of and in collaboration with the Site Manager of Presidio La Bahia State Historic Sites Complex, which includes Presidio La Bahia, Fannin Battleground, and Lipantitlan State Historic Sites. The Assistant Site Manager helps to ensure all aspects of effective administration, management, and operation of the three State Historic Sites, part of a collective of sites connected to the story of Texas independence. This includes but is not limited to, budget development and management; maintenance of the site; resource management; curatorial care of museum artifacts and documents; visitor services, interpretive and educational program planning, development, scheduling, production, and evaluation; development of beneficial partnerships and ongoing cultivation of a close partnership with the sites’ non-profit friends groups; volunteer management; media relations; promotional and marketing activities; records management and reporting; management of minor repair and maintenance projects; and personnel management and supervision. The Assistant Site Manager may also work with the Site Manager and Director of Historic Sites Operations in the effective coordination and interaction with headquarters staff, common stakeholders, and local government entities on matters affecting the sites. The work involves assisting in the archeological and preservation planning for the sites. The Assistant Site Manager provides leadership to site staff, volunteers, and other stakeholders to successfully manage and conserve the site’s natural and cultural resources. Works under general supervision, with moderate latitude for the use of initiative and independent judgment.

ESSENTIAL DUTIES:
1. Confer with the Site Manager in the hiring and supervision of site staff.
2. Oversee the site’s day-to-day operations, including visitor services, programs, safety, and security.
3. Participate in budget development and management and take a leading role related to issues of purchase/procurement for the sites.
4. Assist in planning, developing, and implementing special events and educational programs.
5. Assist in the development and implementation of effective techniques for the evaluation of operations and programs.
6. Participate in volunteer recruitment, training, and scheduling.
7. Conduct outreach programs both on and off-site for diverse audiences.
8. Assist with front counter duties, including revenue handling, museum retail sales, phone calls, and visitor interactions as needed.
9. Assist with tours, welcome visitors to the site, and is familiar with the site’s history, exhibits, and area attractions and responds intelligently and succinctly to visitors’ questions.
10. May liaise with and speak to community and professional groups to help coordinate, improve, and stimulate interest in the program and secure support for local programs.
11. Provide the Site Manager with recommendations on staffing needs and organization.
12. Assist in communicating THC policy, business, and information to staff on a timely basis.
13. Communicate issues, opportunities, Friends group ideas, and initiatives to the supervisor in a timely and effective way.


15. Participate with the Division, THC leadership, and Commission in defining the site mission.

16. Communicate the mission to stakeholders, Friends, and the community.

17. Assist with the identification of priorities and resources in annual and long-range planning for the program.

18. May represent THC and the Historic Sites Division as needed in public meetings, seminars, and other events.

19. Assist in the coordination of public relations, media, and marketing activities.

20. Assist in collections care in consultation with the Division of Historic Sites’ Chief Curator and assigned Regional Curator to ensure that artifact and paper collections under the site’s physical and intellectual control are appropriately stored and documented.

21. Assist in maintenance and preservation planning and the implementation of cyclical maintenance and housekeeping programs.

22. Confer with the Site Manager to oversee the interpretive programs for the sites, including research, planning, development of programs and exhibits, and conducting special and educational programs and audience research as needed.

23. Provide subject matter expertise related to the historic sites and their periods of Texas history and ensures the accuracy of the material produced about the programs or sites.

24. Assist the Site Manager in the preparation of an annual budget proposal and monitoring site expenditures to prevent overspending.

25. Direct the sites in the absence of the Site Manager.

26. May develop procedure manuals and planning documents.

27. May train others.

28. Adhere to an established work schedule with regular attendance.

29. Follow all THC safety guidelines, policies, procedures, and ethics requirements.

30. Perform other duties as assigned.

QUALIFICATIONS/REQUIREMENTS (The application must specifically state how each of the following qualifications are met):

- Graduation from an accredited college or university with a degree in History, American Studies, Museum Studies, or a closely related field that included coursework in museum studies;
- Minimum three years’ work experience in some aspect of historic preservation or the museum field with one year of administrative and supervisory experience in directing a museum or historic site;
- Work experience in managing museums or historic sites and demonstrated success in developing business operations;
- Valid driver’s license, acceptable driving record, and ability to drive a state vehicle; and
- Required to travel up to 20% of the work period.

PREFER:

- Master’s degree in History, American Studies, Museum Studies, or a closely related field that includes museum studies coursework with two years’ work experience in the museum field;
- Experience making public presentations; and
- Experience coordinating with stakeholders and non-profit support entities.

KNOWLEDGE, SKILLS, AND ABILITIES:

- Knowledge of historic site administration and operations;
- Knowledge of cultural resource management;
- Knowledge of museum interpretation/education;
- Knowledge of safety rules, regulations, practices, and procedures, including county health regulations and state hotel occupancy laws;
- Skill in overseeing facility/equipment/grounds repair programs and repair techniques;
- Ability to develop marketing, promotional activities, and special events;
- Ability to manage programs and projects;
• Ability to develop and maintain financial systems;
• Ability to develop relationships and professional partnerships with diverse communities;
• Effective verbal and written communication, human relations, and organizational skills;
• Effective critical thinking skills;
• Skill in providing customer service excellence to both internal and external customers;
• Skill in operating a personal computer with word processing, database, and spreadsheet software;
• Ability to analyze problems, evaluate alternatives, and recommend effective solutions;
• Ability to process information logically and to assess validity;
• Ability to work in a setting requiring self-motivation/cooperative decision-making and to work effectively with diverse groups of people;
• Ability to work effectively under pressure and meet strict deadlines while maintaining extreme attention to detail;
• Ability to multi-task in a fast-paced environment;
• Ability to adapt successfully and quickly to change and deliver quality results in a timely manner;
• Ability to plan, organize and work independently, as well as within a team environment;
• Ability to exercise sound judgment and discretion; and
• Ability to maintain the highest level of confidentiality.

REGISTRATION, CERTIFICATION, OR LICENSURE:
Must have or obtain a valid Driver’s License and Defensive Driving Course to be able to operate state vehicles.

ENVIRONMENT/PHYSICAL CONDITIONS: The workplace setting is a historic site, in an office and outdoor setting where occasional exposure to weather, dust, insects, traveling on uneven and unpaved surfaces, and lack of environmental control are part of the working conditions. Required to work 40 hours per week, including flexible scheduled hours other than 8:00 a.m. to 5:00 p.m., with days off other than Saturdays, Sundays, and holidays. Must be able to safely lift up to 30 pounds and be required to respond to emergency situations. Required to travel with an occasional overnight stay.

REMARKS (Application procedures, Special requirements): State of Texas application must be submitted through the CAPS website. Only applicants interviewed will be notified of their selection or non-selection. Resumes will NOT be accepted in place of a completed application.

The Texas Historical Commission is an equal opportunity employer and does not discriminate on the basis of race, color, religion, sex, national origin, genetic information, age, or disability in recruitment, selection, appointment, training, promotion, retention, or any other personnel action or deny any benefits or participation in programs or activities which it sponsors.

Section 651.005 of the Government Code requires males, ages 18 through 25, to provide proof of their Selective Service registration or of their exemption from the requirement as a condition of state employment.

As part of the employment process, THC will conduct a driving and criminal background check. Unsatisfactory information relevant to the position may disqualify the applicant from employment.

Disability access for testing and interview accommodations can be provided upon reasonable notice by contacting Human Resources at 512-305-6729.

THC participates in E-Verify and will provide the Social Security Administration and, if necessary, the Department of Homeland Security with information from each new employee's Form I-9 to confirm work authorization.

Additional Military Crosswalk information can be accessed at:

https://hr.sao.texas.gov/Compensation/MilitaryCrosswalk/MOSC_NaturalResources.pdf

Veterans: Go to www.texasskillstowork.com for assistance with translating your military work experience and training courses into civilian job terms, qualifications/requirements, and skill sets.
For New Hires/Rehires: Health insurance is available the 1st of the following month after a 60-day waiting period.

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