

**VACANCY ANNOUNCEMENT**  
**Director of Public Works**  
**Salary Range: \$130,000-\$150,000 DOQ**

**“One team for a great community.”**

Located 47 miles south of the Nation’s capital and 53 miles north of the State capital, the City of Fredericksburg continues to be a growing community in the region. Working for the City of Fredericksburg is an opportunity to make a meaningful difference in the lives of others. It is also an opportunity to have a hand in the development of a city that maintains its community values, while meeting community needs as it grows. The City team is committed to making Fredericksburg the place to live, work and raise a family.

**“The Position”**

The City of Fredericksburg is seeking a motivated experienced professional as its next Director of Public Works to lead the Public Works Department. It is a highly responsible, managing the department’s 117 employees, seven direct reports, \$20 million annual operating budget, and four operating divisions. The Director oversees the planning, organizing and directing roadway infrastructure maintenance, engineering, snow removal and other emergency operations, buildings and grounds maintenance, water and sewer utility operations, fleet management, solid waste and recycling services, and related public works functions. This position is also responsible for the planning, managing, and directing of Department projects included in the City’s Capital Improvement Program.

***Ideal Candidate Profile:*** This position is for a trusting servant leader with impressive interpersonal skills who is a natural at building a team environment with high staff morale and a sense of pride. The City is seeking a hands-on public works leader who nurtures the worth and value of each employee through establishing cohesive values and a collective mission, while balancing adequate office time with the need to be present at project sites. This professional must be effective in communicating with diverse stakeholders and advocating for the needs of the Department, while ensuring sustainable and reliable delivery of public works services to the entire community.

The ideal candidate possess values consistent with the [City’s Core Values](#); will have a high level of problem-solving ability, self-initiative; has an in-depth knowledge of civil engineering; is someone who is adaptable and proactive; is responsive with demonstrated customer service, financial stewardship, project management skills; will support community maintenance and growth through collaborative efforts with other departments.

Additionally, the City is seeking a professional that is: a natural collaborator with a successful history of building bridges within and outside of the organization; seeks win-win solutions where divergent interests lie; and generating commitment and enthusiasm for the strategic vision of the City. This professional will be eager to immerse him/herself in the community, effectively manage

resources, be adept at service delivery and management; and endeavors to ensure successful and proactive delivery of programs and services within the community.

***Education, Experience and Credentials:*** Bachelor's degree from an accredited college or university with major coursework in Engineering, Public Administration, or closely related field. A minimum of ten (10) years of increasingly responsible professional experience in public works operations, engineering, programs and services, including a minimum of eight (8) years of supervisory, budgetary, and management responsibility; preferably in a municipal or public sector environment. Or equivalent combination of education and/or experience. Valid driver's license in the Commonwealth of Virginia required. Preferred Qualifications: Registration as a Professional Engineer in the Commonwealth of Virginia (or ability to obtain licensure within 6 months of appointment.)

The hiring range for the position is \$130,000- \$150,000, depending on qualifications and experience. Significant direct experience is required to obtain the higher end of the hiring range. The City is a member of the Virginia Retirement System and offers competitive health insurance and leave benefits.

While the **position is open until filled**, first review of completed City applications with submitted cover letters and resumes will begin **December 9, 2022**.

Come be part of a knowledgeable and amazing work team committed to excellence in serving a thriving and growing community and the commitment to [City's Core Values](#). Applications and additional information can be found at <https://www.Fredericksburgva.gov/Employment> .

*The City of Fredericksburg provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws.*

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