

## City of Fredericksburg

### PUBLIC WORKS DIRECTOR

#### Ad Text

#### The Position

The City of Fredericksburg, Virginia seeks a strong leader as the next Public Works Director who is customer and team-focused and can execute both day-to-day service delivery and capital project management. Demonstrating both technical and interpersonal competence, the next Director will lead the Public Works Department by balancing a strong operational focus and with a strategic approach to protecting the City's infrastructure. Reporting directly to the Assistant City Manager and working closely with the City Manager, the Public Works Director provides leadership and direction to an integrated and collaborative team of professionals with the full range of Public Works services that include water, wastewater, streets, refuse, fleet, and facilities. This position is additionally responsible for the planning, developing, managing, and directing the Public Works Departments projects included in the City's Capital Improvement Program (CIP).

The Director works very closely with the City Manager and Assistant City Managers in providing guidance and technical expertise on developing the City's CIP and assisting in securing the funding and resources needed for projects execution. The Public Works leader is responsible for obtaining funding and resolving issues as they arise during the design and build phases of approved capital projects. As a critical member of the City's Executive Leadership Team, the Public Works Director coordinates with peers on projects involving more than one City department.

The Director both recommends capital projects needed to implement the City's comprehensive plan and manages the design, bidding, and contract award process for approved capital projects. By staying informed and utilizing best communication practices, the Public Works Director provides background information, cost estimates, and anticipated phasing of capital project during updates of the five-year capital improvement program. The role provides supervision of senior management in the Department and reviews annual performance evaluations of all other departmental employees, promotes employee morale through personal example, coaching, rewarding desired performance, and is charged with keeping department employees well informed of departmental policies and external developments that affect the Department. The leader of the Public Works Department compiles division budgets into a proposed departmental budget and manages the approved operating budget through expenditure approval.

#### Qualifications

**Minimum requirements** include any combination of education and experience equivalent to a bachelor's degree in engineering, public administration, or closely related field and ten (10) years of progressively responsible professional experience in a local government public works operations, engineering, and/or project management. Five (5) years of administrative, supervision, and budgetary experience in a local government environment is required. An equivalent combination of education and/or experience will also be accepted. A valid driver's license and the ability to travel outside of the Commonwealth of Virginia is required.

**Preferred qualifications** include demonstrated customer-focused service delivery in Public Works services, ability to manage and deliver large capital projects, and experience working in a growing city that has an aging infrastructure. Experience with public speaking on complex topics, interest in engaging with the workforce at all levels, and bringing best practices is highly preferred. A master's degree and/or registration as a Professional Engineer in the Commonwealth of Virginia (or ability to obtain licensure within six months of appointment) is preferred but not required.

### **Compensation and Benefits**

The expected hiring range is \$130,000 - \$150,000, depending on qualifications, with an excellent benefits package. Learn more about our options and employee-based benefits [here](#).

### **How to Apply**

Applications will be accepted electronically by Raftelis at [jobs.crelate.com](https://jobs.crelate.com). Applicants complete a brief online form and are prompted to provide a cover letter and resume. The position is open until filled with first review of applications on **November 10, 2023**.