



Director of Public Works - Alleghany County, VA

Alleghany County, VA (pop. 15,223) is seeking a highly skilled and experienced Director of Public Works to lead the department focused on water, wastewater, and solid waste management operations. This pivotal role requires a visionary leader with strong management capabilities, a deep understanding of public works operations, and a commitment to serving the community. The ideal candidate will foster a positive work environment, prioritize employee engagement, and drive continuous improvement in their infrastructure and services.

The County is in the western part of the state and known for its rich history, natural beauty, and outdoor recreational opportunities. The County is bordered by the Allegheny Mountains and is part of the Roanoke Region. The County comprises approximately 452 square miles of which nearly 50% is in the National Forest. The Alleghany Highlands offer exceptional outdoor recreation, including mountain biking, hiking, and world-class fly fishing. Notable spots include the Jackson River Scenic Trail and Falling Spring Falls.

The total FY 2026 operating budget for Alleghany County is \$100,892,735, including school funding. The County General Fund operating budget is \$43,596,415 with 211 full-time positions and approximately 103 part-time positions. Public Works budget revenues for water and wastewater total \$5,773,393 and revenues for solid waste total \$1,725,000.

The Public Works Department has current total of 34 full-time and 4 part-time employees. They purchase water from the City of Covington and Town of Clifton Forge and contract out the operation of their two County-owned wastewater treatment plants with Environmental Systems Service, Ltd. (ESS). The Department is responsible for all residential garbage collection in Alleghany County and the Town of Clifton Forge. In October 2025, the Board of Supervisors approved a restructuring of the Department of Public Works, which previously included county general services and community development. These functions have now been assigned to their own respective departments.

The Director of Public Works will be responsible for overseeing the planning, design, construction, maintenance, and operation of all county public works infrastructure, including water systems, wastewater systems, and solid waste management. The ideal candidate will have:

- Bachelor's Degree from an accredited educational institution in Water Resources, Business Administration, Civil Engineering, or in a related field, with emphasis in Public Administration.
- Ten years' progressively responsible experience in the management of a public or private sector public water or wastewater utility; and experience in issues affecting government is required. An equivalent combination of education and/or job-related experience that meets the minimum qualifications may be substituted.
- Empathy and understanding of others, leading by example, solid communication skills, and competence in projects and infrastructure.
- Servant leadership, knowledgeable in all operational fields, delegation, coaching and mentoring, openness with employees, building trust to achieve effective management of staff, budgets, and complex projects while maintaining integrity and working under pressure.

The advertised hiring range for this position is \$89,494 to \$118,154, depending on experience/qualifications. Alleghany County provides a comprehensive benefits program that includes paid leave, health and dental coverage, participation in the Virginia Retirement System, and much more.

Candidates can apply online at www.GovHRjobs.com with a resume, cover letter, and contact information for five professional references. Application review will begin on February 2, 2026. For more information, contact Sarah McKee, MGT Senior Consultant, at 847-380-3240 ext. 120.

Alleghany County, VA is an Equal Opportunity Employer. The County makes reasonable accommodation for qualified individuals with disabilities throughout the recruitment process. The County is committed to compliance with the American Disabilities Act and is an Equal Opportunity Employer. Diversity and inclusion are critical to their success. They seek to recruit the most talented people from a diverse candidate pool and strongly encourage all qualified candidates to apply.