



COUNTY OF SAN DIEGO
PUBLIC WORKS

Deputy Director

Department of Public Works, Engineering Services Division

Anticipated Hiring Range: \$215,000 - \$220,000 Annually
Excellent Benefits Package

THE POSITION

The Department of Public Works (DPW) is seeking a highly motivated and innovative professional to lead DPW's Engineering Services Division. This executive management position will report directly to the Director and will be responsible for overseeing Design Engineering & Capital Projects; Construction Engineering & Materials Laboratory; and Wastewater Management, Engineering, & Operations.

The **Deputy Director** will lead the team responsible for developing and implementing the departments Capital Improvement Program. Responsibilities include implementing programs and procedures; developing and delivering strategic initiatives and operational objectives; coordinating and communicating with officials, management, local community planning groups, and other stakeholders; fiscal planning and funding strategies; developing and tracking project scopes, timelines, and budgets; and overall program management for all phases of our project portfolio and culture.

It is paramount that the incumbent builds healthy relationships with internal and external stakeholders through clear communication, creative problem solving and accountability while embodying the County's guiding principles of being kind, curious, bold, and doing the right thing.

THE IDEAL CANDIDATE



The ideal candidate will possess high ethical and professional standards, effective organizational skills, sound analytical and decision-making skills, excellent communication, and customer service skills.

The ideal candidate will also possess the following experience and leadership competencies:

- Executive leadership experience in a fast-paced municipality directing, coordinating, and evaluating the activities of a department with multiple functions
- Strong, innovative, and visionary leadership and management skills
- Stimulates and actively drives organizational change to improve performance outcomes
- Actively seeks out opportunities to challenge the status quo
- Ability to formulate objectives and priorities and implement plans consistent with the long-term interest of the organization
- Experience in building and supporting mutually beneficial relationships with other organizations, associations, and community contacts. In addition, the incumbent will have experience in exercising appropriate judgment and in managing large and complex organization budgets
- Knowledge of civil engineering theories, procedures and methods; federal, state, and local regulatory codes related to public works activities and operations; and contract negotiation and administration.
- Mentor and coach a diverse group of managers, peers, and leaders
- Organizational and political awareness of sensitive projects, programs and services that could involve competing interests
- History working with communities to develop consensus on projects and programs, including working with boards, commissions, developers, community organizations, and the public
- Experience with business process reengineering to achieve efficiencies and innovation while improving the delivery and quality of service
- Strategic thinker who anticipates future consequences and trends accurately while applying knowledge appropriately
- Ability to convey information and ideas in an open and articulate manner
- Experience in a public agency with project management, design, construction, and contracting for large complex projects; and has broad knowledge of standard practices related to infrastructure

In addition, the ideal candidate will have current registration as a State of California Professional Engineer (Civil Engineer) and certified Project Manager Professional (PMP).

MINIMUM QUALIFICATIONS

Applicants must possess the following:

Five years of experience that demonstrates the ability to perform the essential functions of the classification which must include at least three years (3) of management or supervision; AND A bachelor's degree from an accredited U.S. college or university or certified foreign studies equivalency.

Note: Registration as a State of California registered Civil Engineer is highly desirable.

SALARY & BENEFITS

COMPENSATION

The anticipated hiring range is \$215,000 to \$220,000 annually.

Salary placement for this position is dependent upon the qualification of the successful candidate. Salary reviews are performance-based and goal oriented.

BENEFITS

- 15 days of paid vacation, 12 paid holidays, 2 paid floating holidays, 13 days of paid sick leave, 10 days of executive time off, and a total of 3 days of paid emergency child and/or older adult care leave per year
- Medical, dental, and vision insurance plans
- Disability Insurance, Life Insurance, and Accidental Death/Dismemberment Insurance
- Flexible Management Benefit Package – a monthly credit may be used to select benefits from a group of options
- Defined benefit retirement program
- Reciprocity with other governmental retirement systems may be granted; for further information, visit the website of the [San Diego County Employees Retirement Association](#)
- Deferred Compensation Program 457(b) and 401(a) plans
- May be eligible for relocation allowance up to \$20,000



THE DEPARTMENT

The Department of Public Works (DPW) preserves, enhances and promotes quality of life and public safety through the responsible development and maintenance of reliable and sustainable infrastructure and services. DPW consists of five divisions responsible for a variety of services and activities across the unincorporated County, including: maintaining roads, sidewalks and bridges; providing water & wastewater services; keeping road drainage systems and flood control channels clear; operating traffic signals and street lights; managing eight airports; providing professional project management, engineering, and construction contract services; and inspecting private developer construction sites and permit work performed in the County Right of Way.

CAPITAL IMPROVEMENT PROGRAM

DPW's Capital Improvement Program includes more than 150 complex projects in various phases of design, right-of-way acquisition, contracting, and construction. Approximately 30 construction projects are awarded annually, and the Capital Improvement and Maintenance Operational Plan budget exceeds \$150 million annually.

The program includes more than 80 full-time positions and utilizes a wide variety of contracted staff to develop and construct horizontal infrastructure improvement and maintenance projects that include roads and road-related drainage facilities; water quality improvement; new and refurbished bridges and flood control facilities; underground utilities for potable water and wastewater systems; and airport projects. These improvements help ensure that neighborhoods are safe for residents to live, work, and play; support environments that foster viable, livable communities while bolstering economic growth; make it easier for residents to lead healthy lives while improving opportunities for children and adults; and provide equitable access to our residents

WASTEWATER MANAGEMENT PROGRAM

DPW's Wastewater Management Program operates and maintains the San Diego County Sanitation District, Campo Water District, and Live Oaks Springs Water System in conformance with Federal, State, and local rules, regulations, and ordinances to provide safe, reliable, and cost-efficient services. The program has more than 50 full time employees and budgets that exceed \$30 million annually , funded through water and wastewater service charges. The program is also involved with regional activities for wastewater reuse and disposal.



How To Apply

Application Process and Recruitment Schedule

1. Complete the online application at www.sandiegocounty.gov/hr
2. Select the current job posting link, 26221005U.
3. Attach your resume at the Attachment step of the application.
4. Attach a copy of your degree, transcripts, or certified foreign equivalency.

Key Dates:

- Interviews: Week of August 18, 2026
- Anticipated Start Date: October 2026

The Department of Human Resources will remove personally identifiable information from all new recruitments. This practice, called Blind Applicant Screening, will hide a candidate's personal information that could influence or bias a hiring decision. Personal information includes name, phone number, address, gender, age, and race. This process will help contribute to a fair and equitable selection process leading to a more diverse and inclusive workforce.

Please make sure to update the Work History in your application profile to match your resume. Hiring managers will only receive the redacted application (**without resumes**) to determine which candidates they will interview. Resumes will be sent to hiring managers at the time interviews are scheduled.

Contact Information

You may direct questions regarding the application and selection process to Bryan Faircloth, Executive Recruiter at Bryan.Faircloth@sdcounty.ca.gov.



The County of San Diego is committed to valuing diversity and practicing inclusion because our diverse workforce is our greatest asset, and our customers are our number one priority.



As an employer of over 18,000 employees, the County of San Diego is an organization committed to veteran hiring, retention, and professional development. We recognize the contributions and sacrifices made by our veterans and value the unique expertise and leadership qualities they bring to our workforce. We strive to provide veterans with the resources and tools necessary to maximize their employment opportunities, and to assist veterans with their transition into civilian life by applying the valuable skills, knowledge, and training acquired in service to positions and career paths at all levels within our large organization.

