DIRECTOR, DEPARTMENT OF PUBLIC WORKS

Anticipated Hiring Range:
$230,000 - $236,000 Annually

Building Tomorrow Today:
A Commitment to Sustainable Communities
THE POSITION

Are you ready to lead the way in shaping public infrastructure and provide amazing programs and services for the community? We are seeking a visionary Director of the Department of Public Works to spearhead innovative strategies, drive sustainability solutions, and lead and engage more than 600 team members. Join our team and make a lasting impact on the lives of our residents by changing public works and building a brighter future together.

PUBLIC WORKS

The Department of Public Works (DPW) serves the unincorporated county by maintaining roads, sidewalks, and bridges; providing wastewater and other environmental management services; keeping road drainage systems and flood control channels clear; operating traffic signals and streetlights; managing eight airports; maintaining closed landfills and burn sites, and inspecting private development sites and work performed in the County’s right-of-way.

DPW’s organizational structure consists of four divisions:
• Engineering Services – construction engineering, design engineering, capital projects, wastewater management, and bid opportunities.
• Land Development - surveying, watershed protection program, flood control, recycling, and private development construction inspection.
• Management Services - environmental services, inactive landfill management, special districts, and management support services.
• Transportation - airports, road maintenance, traffic engineering, field engineering, and loss mitigation.

For more information, please visit the Department of Public Works website.

Our Mission:
Preserve, enhance and promote quality of life and public safety through the responsible development of reliable and sustainable infrastructure and services.
THE IDEAL CANDIDATE

The ideal candidate will demonstrate the following leadership competencies and attributes:

• Ability to effectively engage, energize and innovate various teams while delivering results to the unincorporated community and truly caring about service to community and the County.

• Executive management level experience over a large public works department with varied functions such as capital improvements projects, construction, engineering, inactive waste sites, land development, recycling, roads, regional airports, sanitation, and stormwater.

• Provide overall leadership and oversight for all DPW programs to ensure a customer service-oriented management philosophy which transcends all levels of the organization.

• Shape strategy and goals that maintain and enhance the vision. Implement strategic and innovative operational planning that anticipates future consequences and maintain the department at the forefront of public works best practices.

• Stimulate change in the department while carefully considering implications and impact of decisions across time and on others.

• Represent the County at the local, state, and national levels, collaborating with public works representatives from various agencies, demonstrating organizational and political awareness of sensitive issues.

MINIMUM QUALIFICATIONS

Applicants must possess the following:
A valid certificate of registration as a civil engineer issued by the California State Board of Registration for Professional Engineers.

AND five years of management-level experience that demonstrates the ability to perform the essential functions of the classification.

Experience must include at least one year of supervision.

Note: A master's degree or higher degree may substitute for a total of one year of experience and cannot be applied to the required one year of supervision.

Integrity: Lead and foster collaboration to align stakeholder interests.
From our world-class beaches to almost year-round sunny weather, San Diego offers our residents much more than sun and waves. Downtown you can watch a Padres game at Petco Park or enjoy one of the fine-dining restaurants in the Gaslamp District.

Heading east you will find mountains that may be covered in snow depending on the time of year. Head south and you will start to truly see the diversity in both geography and cultures. Head west, and you will run into over 70+ miles of pristine coastline.

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.
SPECIAL NOTES

The Department of Human Resources removes personally identifiable information from all recruitments. This practice, called Blind Applicant Screening, hides 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 helps contribute to a fair and equitable selection process leading to a more diverse and inclusive workforce.

The most highly qualified candidates, based on the evaluation results, will be referred for an interview. Be sure to include your experience in meeting the minimum requirements in both the Work Experience section and the Supplemental Questionnaire section of the Application.

Resumes will not be accepted in lieu of the application Work History and/or supplemental questionnaire.

HOW TO APPLY

You may complete an online application at www.sandiegocounty.gov/hr select the Current Job Postings link, Job Number 24216201U. Applications should include a copy of a valid certificate of registration as a civil engineer issued by the California State Board of Registration for Professional Engineers.

You may direct any questions regarding the application and selection process to Jorge Puente, Executive Recruiter, Department of Human Resources at Jorge.Puente@sdc county.ca.gov. Questions regarding the position or department should be directed to Lydia Lopez, Group Human Resources Director, Land Use and Environment Group at Lydia.Lopez@sdc county.ca.gov.

Stewardship: Efficiently manage resources to enhance services, ensuring safety and infrastructure align with environmental protection.