



CITY OF PFLUGERVILLE, TEXAS

# Public Works Director

*This is a great opportunity for a mission-driven community steward that strives to deliver city services and projects in an innovative, quality, and timely manner and demonstrates our **PFIRST** core values: Positive, Forward-Thinking, Integrity, Service, and Teamwork.*



## COMMUNITY OVERVIEW

Discover Pflugerville, the Trail Capital of Texas—where outdoor adventure, vibrant culture, and community spirit come together. Explore an extensive and diverse trail system, offering some of the finest parks and paths in Central Texas. From lively festivals that celebrate the city's rich cultural heritage to family-friendly attractions like the waterpark and Lake Pflugerville—perfect for kayaking and fishing—there's something for everyone. Savor the flavors of local cuisine and uncover the unique cultural gems that make Pflugerville truly special.

Just 15 minutes from the state capitol, Pflugerville is nestled in northern Travis County and home to about 82,000 residents who enjoy safe neighborhoods and a strong sense of community. Spanning more than 23 square miles, the city offers scenic trails, diverse shopping, and top-tier schools. This city's rapid growth, quality residential development and excellent school district has attracted major employers like Amazon, Costco, Living Spaces, and Baylor Scott & White Hospital.

Pflugerville's excellence has earned national recognition, including:

- » U.S. News & World Report named Pflugerville one of the 2025-2027 Best Places to Live in the nation (2026)
- » Municipal Excellence Award in Management Innovations from the Texas Municipal League (2024)
- » Police Department Outstanding Media Award – Electronic Texas Crime Prevention Association (2025)
- » National Weather Service (NWS) StormReady Community, highlighting the City's commitment to enhanced emergency preparedness and safety programs (2025)

With abundant recreational, cultural, and economic opportunities, Pflugerville is a thriving community "where quality meets life."



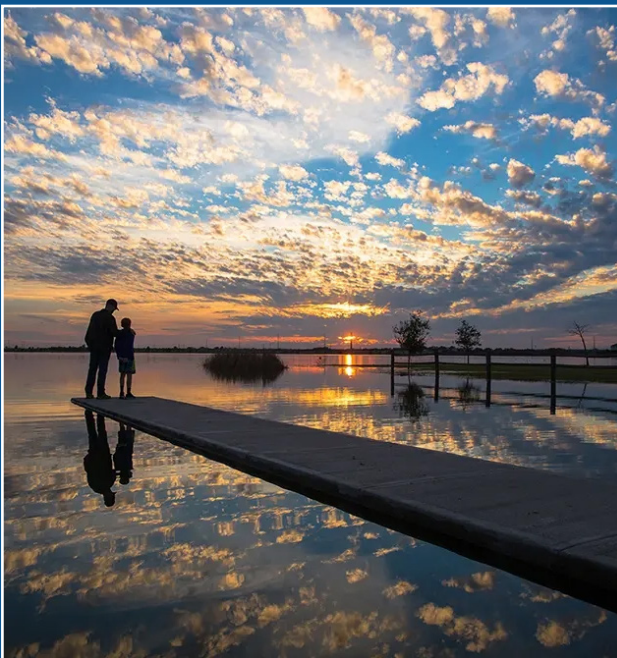
# ABOUT THE ORGANIZATION

The City of Pflugerville is governed by a Council-Manager form of government in which the Council establishes City policy through ordinances and resolutions, and the City Manager carries out these policies and is responsible for City operations. The City Council of Pflugerville is the governing body of the municipality composed of a Mayor and six Council positions. All members are elected at-large, allowing them to serve the entire city versus a geographical district.

The City Manager oversees the work of 493 FTEs and a general operating budget for FY26 of \$784 million. This full-service city is comprised of the following departments: Administration, Animal Welfare Services, City Attorney, City Secretary, Communications, Finance, Information Technology, Library, Municipal Court, Planning & Development Services, Parks & Recreation, People & Culture, Police, Public Works, and Utilities. Fire Service is provided by an emergency service district and EMS is provided through a private contractor.

The City of Pflugerville strives for excellence in alignment with City Council's Strategic Plan which emphasizes:

- » Community Social Fabric & Neighborhood Character
- » Mobility Infrastructure & Connectivity
- » Community Amenities & Events
- » Residential & Node Development
- » Economic & Business Development
- » Brand & Reputation



## 2040 City Vision:

Pflugerville thrives as a modern and charming community. Its diverse culture and heritage, atmosphere of inclusion, first-rate parks, vital infrastructure, employment opportunities, and entertainment options make Pflugerville a desirable place. These elements create a vibrant city with a high quality of life that fosters an environment appealing to people from all backgrounds.

For further information, visit the **City of Pflugerville's** website at:

<https://www.pflugervilletx.gov/>

## ABOUT THE POSITION

Under the direction of the Assistant City Manager, the Public Works Director provides strategic leadership and management of the department, while ensuring the reliable, efficient, and compliant operation, maintenance, and performance of all public infrastructure systems that currently serve the Pflugerville community and prepare for the city's future growth. In collaboration with City leadership, this position supports long-range infrastructure planning and ensures the seamless transition of capital projects into ongoing operations and maintenance. The Director manages the department's operating budget, oversees resource allocation, and monitors expenditures, along with performance metrics to ensure fiscal responsibility and operational effectiveness.

The department is comprised of over 130 full-time equivalent employees providing oversight and operation of the city's essential services in the community, including water distribution, wastewater collection and treatment, streets, drainage, facilities, fleet, and other related services. The team is responsible for an operating budget exceeding \$78 million.

The department also values innovation and process improvement to continually provide an exceptional quality of life for citizens and employees and delivering services to customers at the highest level.

As a highly visible leader, the Director provides direction and development for Public Works personnel through hiring, training, performance management, and mentorship, while fostering a culture of safety, accountability, and service excellence. Additionally, the Director addresses citizen concerns and service requests, and prepares reports, presentations, and recommendations for City management and City Council regarding operational performance, infrastructure needs, key initiatives and future priorities.

For more information about the **Pflugerville Public Works Department** visit:

<https://www.pflugervilletx.gov/338/Public-Works>



## THE IDEAL CANDIDATE

The ideal candidate is a mission-driven, strategic leader who combines strong critical thinking with a deep commitment to accountability, service excellence, and community stewardship. This individual brings a proven ability to lead essential public works operations while delivering high-quality, innovative, and timely services that support the City's growth and infrastructure needs.

This leader excels in navigating competing priorities and operating within a fast-paced, dynamic environment. They empower and develop diverse teams, fostering a culture of accountability, safety, collaboration, and continuous improvement. With a strong customer service focus, the ideal candidate ensures that all departmental functions consistently meet the needs and expectations of the community.

The successful candidate shall possess comprehensive public works expertise in solid waste, water and wastewater systems, and multi-divisional public works operations, including streets, drainage and facilities. This position also requires a strong foundation in infrastructure and asset management, including lifecycle planning, condition assessment, and prioritization of maintenance and rehabilitation efforts. Additionally, the candidate should demonstrate a thorough understanding of applicable federal, state, and local regulations pertaining to this role.

As an effective and trusted leader, the ideal candidate will build strong relationships across all levels of the organization and within the community. They must demonstrate integrity, sound judgment, and exceptional communication skills, with the ability to clearly convey information through reports, presentations, and public engagement. This individual shall also be financially astute, with experience managing budgets, allocating resources, and using performance data to drive informed decision-making.

The ideal candidate will be adaptable and forward-thinking, embracing change as an opportunity to improve organizational effectiveness. They are skilled in strategic planning, operational execution, as well as process improvement and are comfortable making decisions with limited oversight. It is essential that this person brings a genuine passion for public service and a commitment to delivering measurable results that enhance the quality of life for the Pflugerville community.



## MINIMUM QUALIFICATIONS

The selected candidate must possess the following qualifications or an equivalent combination of education and experience to successfully perform the essential functions of the position:

- » Bachelor's degree in Public Administration, Business Administration, Engineering or related field of study
- » 10 or more years of progressively responsible work in public works operations, infrastructure management, or municipal utilities
- » Five plus years of experience in a supervisory or management role
- » Prior municipal public works experience preferred

### LICENSES/CERTIFICATIONS

- » Master's degree in related discipline.
- » Class B Water Distribution License
- » Class III Wastewater Collection License

## COMPENSATION AND BENEFITS

The range for this position is **\$152,170 - \$190,211** and will be commensurate with the selected candidate's experience and qualifications. The city also offers an attractive and competitive benefits package.

To learn more, go to:

<https://www.pflugervilletx.gov/327/Benefits>



## APPLICATION PROCESS AND RECRUITMENT SCHEDULE

To be considered for this exceptional career opportunity, submit your resume, cover letter, and a list of six work-related references (*who will not be contacted without prior notice*) by **Monday, June 29, 2026**. Resume should reflect years and months of employment, beginning/ending dates as well as size of staff and budgets you have managed.

Please submit your materials to: <https://www.cpshr.us/recruitment/2622>

For additional information about this position, please contact:

**CPS HR CONSULTING**  
*Your Trusted HR Advisor For 40 Years*

**KYLIE WILSON**

Principal HR Consultant

Email: [kwilson@cpshr.us](mailto:kwilson@cpshr.us)

Website [www.cpshr.us/search](http://www.cpshr.us/search)

Resumes will be reviewed in-depth in relation to the criteria outlined in this brochure, and candidates deemed to have the most relevant experience will be invited for a screening interview with the Consultant. The most qualified candidates will be invited to an interview with the City. A preliminary media check will be conducted on all semi-finalist candidates, and a full background/reference check on the selected candidates.

 *where quality meets life*  
**PFLUGERVILLE**  
**T E X A S**