



Public Works Director

Salary Range: \$161,556 - \$210,100

The City is seeking an experienced leader who has the expertise and confidence to lead the Public Works Department for the betterment of the community. In Vancouver, you can enjoy a high quality of life in a major metropolitan area and yet benefit from no state income tax and a lower cost of living.





THE COMMUNITY

With a population of over 190,000 residents, Vancouver, Washington sits on the north bank of the Columbia River directly across from Portland, Oregon. The Pacific Coast is less than 90 miles to the west and the Cascade Mountain Range rises on the east. Mount St. Helens National Volcanic Monument and Mount Hood are less than two hours away while the spectacular Columbia River Gorge National Scenic Area lies 30 minutes to the east. Vancouver combines the excitement of a major metropolitan area with the community connections and engagement of a smaller town.

Vancouver enjoys mild weather with less average annual rainfall than cities like Boston, Washington, D.C., or Atlanta. Its seasons are distinct and summer temperatures generally climb into the 80s while winter nights rarely fall below 30 degrees. This moderate climate creates lush forests and abundant foliage. The Columbia River is a central feature of the local environment as it connects and sustains the community. The river provides fantastic recreational opportunities and helps nurture wildlife, evergreen forests, agriculture, neighborhoods, and businesses.

The 7.3-acre Vancouver Waterfront Park is a central component of a 32-acre, high density, mixed-use urban development called *The Waterfront Vancouver*. This community park incorporates public open spaces with the Columbia River and the Columbia River Renaissance Trail connects Vancouver Waterfront Park to Wintler Park, over 5 miles away. Other economic drivers in the community include common industries such as healthcare and education (with Washington State University – Vancouver and Clark College) as well as unique business operations such as life sciences company, AbSci, and high tech manufacturer, RealWear. A tech manufacturing sector is accompanied by other well-known companies like Banfield Pet Hospital, HP, Inc, and Nautilus.

THE POSITION

The City organization has 1,196 employees and a \$1.3B biannual budget. The Public Works Department has approximately 370 FTE and is organized into six primary divisions: Streets & Transportation, Operations, Construction Services, Utilities Engineering, Environmental Resources, and Finance & Asset Management. Programs and services include: water, wastewater, drainage, and solid waste utilities with associated utility billing services; streets, traffic engineering, and pavement management; planning, development review, engineering, construction management and survey services for public and private transportation and utility infrastructure projects; grounds, parks, and sensitive lands maintenance; fleet, facilities, urban forestry, cemeteries, Pearson Airport and the Water Resources Education Center.

Reporting to the City Manager, the Public Works Director is a highly responsible executive level position and a key contributor to the City's leadership team. The Public Works Director performs complex managerial and professional work in planning, organizing, directing, and overseeing the operations of the Public Works Department to maintain the quality and safety of the City's infrastructure and deliver associated programs and services reliably, efficiently, and cost effectively.





Selected Essential Job Functions:

- Provide exceptional, innovative leadership for the full portfolio of functions within the Public Works department in support of achieving Vancouver's community vision. Advise the City Manager on key areas of expertise and serve in a collaborative leadership capacity with colleagues from other departments such as community planning, parks, and economic development.
- Continuously monitor and evaluate the efficiency and effectiveness of service delivery methods and procedures; assess and monitor workload, administrative and support systems, and internal reporting relationships; identify opportunities for innovation and improvement; direct the implementation of changes.
- Represent the Public Works department to other City departments, elected officials, and outside agencies. Communicate transparently and inclusively about department programs, policies, and activities. Provide staff assistance and advice to the City Manager and City Council. Prepare and present staff reports and other necessary correspondence. Negotiate and resolve sensitive, significant and controversial issues.
- Select, train, motivate and evaluate department personnel; provide or coordinate staff training; work with employees to correct deficiencies; implement discipline and termination procedures.
- Plan, direct and coordinate, through subordinate level managers, the Public Works Department's work plan; meet with management staff to identify and resolve problems; assign projects and programmatic areas of responsibility; review and evaluate work methods and procedures.
- Represent 'The Vancouver Way' by championing with staff and others the values of adaptability, openness, personal well-being, innovation, mutual commitment and respect, and expecting the best from ourselves and others.

THE IDEAL CANDIDATE

The selected candidate will benefit from coming into a premier department that has caring senior leadership who are ready to help bring about a successful transition. The workforce is very stable with the average employee tenure being over a dozen years and with an excellent staff occupying positions at all levels. The organization is not burdened by debt and is on a positive trajectory with sustainable, stable funding and a robust capital program that has been mostly cash financed.

Due to the department's size and complexity, the ideal candidate will be a skilled administrator first and an engineer second (if at all). Strong division managers with expertise in their areas are capable of carrying out the more technical functions in the department. The selected candidate should be an enabler who wants to continue the department's collaborative work environment focused on solving problems. Experience with workforce development and increasing diversity are desirable as is a good sense of humor coupled with accountability.

A major upcoming project will be a new \$125M operations center to be built on a 30-acre parcel. Other projects include seismic retrofitting and asset replacement in water supplies, continuing to grow the transportation program currently at its largest historical level, and winning grants to further this work. A comprehensive utility rate study and policy conversation is planned for the coming biennium as well. The need to take calculated and measured risks at times with a keen eye towards political sensitivity will be key to future successes.

EDUCATION AND EXPERIENCE

Education:

Equivalent to a **bachelor's degree** in civil engineering or public administration. A master's degree and/or PE certification are preferred, but not required.

Experience:

Eight (8) years of broad and extensive experience in the provision of urban public works services including experience in a combination of water, sewer, stormwater, solid waste, construction management, or operations and maintenance, plus supervisory responsibility.

Equivalent combinations of education and experience may be considered.

COMPENSATION AND BENEFITS

The salary range for the Public Works Director will be **\$161,556 - \$210,100** and the starting salary will be dependent upon experience. The City offers the following benefits:

- Medical, Vision, Prescription, and Dental Insurance
- Personal Time Off and Paid Holidays
- Washington State PERS Retirement System (stable and well-funded)
- Deferred Compensation (457 Plan) and 401 Plan with 1% City match
- Other benefits such as life and disability insurance

APPLICATION AND SELECTION PROCESS

The first review of resumes will occur on January 11, 2021. To be considered, please submit a detailed cover letter and résumé, which should reflect both years and months of employment dates. Please submit your materials for this position through our website: <https://secure.cpsr.us/escandidate/JobDetail?ID=1725>

The most competitive candidates will be invited to participate in a telephone interview with the consultant. The City will make the final determination as to which top candidates advance to the final interview process. For additional information about this position please contact:

CPS HR  CONSULTING

Josh Jones at 916.471.3301 or jjones@cpsr.us

CITY OF
Vancouver
WASHINGTON

