



Public Works Director



The City of Omaha seeks an innovative, strategic, and dedicated leader to serve as its next Director of Public Works. Reporting directly to the Mayor, this executive will play a central role in shaping the infrastructure and services that will support Omaha for decades to come. This is an opportunity for a leader who sees beyond the day-to-day operation of a large municipal department and is motivated by the opportunity to help shape the future of the city.



■ About the Community

Omaha offers the best of both worlds: the economic strength and amenities of a thriving metropolitan area paired with the welcoming spirit, affordability, and sense of community often found in smaller cities. Consistently recognized as one of the nation's best places to live, Omaha is home to nearly 500,000 residents and a metro population of 1 million. The city boasts a diverse and resilient economy anchored by Fortune 500 companies such as Berkshire Hathaway, Mutual of Omaha, Union Pacific, and Kiewit Corporation, creating exceptional career opportunities across healthcare, finance, technology, construction, manufacturing, and professional services. Combined with a lower cost of living and shorter commute times than many major cities, Omaha offers professionals an outstanding quality of life.

The city continues to invest heavily in its future, with billions of dollars in recent development transforming downtown and the riverfront into vibrant destinations for residents and visitors alike. Omaha's revitalized Riverfront features Gene Leahy Mall, Heartland of America Park, and Lewis and Clark Landing, connecting beautiful green spaces with the historic Old Market district, known for its restaurants, boutiques, galleries, and nightlife. Residents enjoy a variety of housing options, from walkable urban neighborhoods such as Dundee, Midtown, and Aksarben to highly desirable suburban communities like Elkhorn, Papillion, and Millard, all supported by excellent schools and family-friendly amenities.

Beyond its economic strength, Omaha delivers a rich cultural and recreational experience that rivals much larger cities. The city is home to world-class attractions including the Henry Doorly Zoo and Aquarium, the Joslyn Art Museum, the Holland Performing Arts Center, and Steelhouse Omaha. A nationally recognized culinary scene, vibrant arts community, and signature events such as the Men's College World Series create energy and excitement throughout the year. Supported by a strong tradition of philanthropy and civic investment, Omaha is a community where people can build rewarding careers, raise families, and enjoy an exceptional lifestyle in a city that continues to grow while never losing its welcoming character.

Omaha benefits from a strong tradition of civic investment and collaboration. Local foundations, philanthropic organizations, businesses, and individual donors contribute millions of dollars each year to projects that strengthen neighborhoods and enhance the city's quality of life. These partnerships are particularly important as Omaha invests in its infrastructure, transportation, public spaces, and long-term growth. For the Public Works Director, they offer an opportunity to bring public leadership together with private investment and community vision to turn ambitious ideas into projects that have a lasting impact on Omaha.

About the Organization

Omaha operates with a Mayor-Council form of government. The Mayor and seven-member City Council are both elected to four-year terms. The Mayor oversees a total budget of \$ 1.7 billion. Omaha is a full-service city, committed to providing quality customer service to its residents. The City is organized into the following departments: City Attorney, Human Resources, Human Rights and Relations, Finance, Planning, Parks, Recreation and Public Property, Fire, Police, Public Works, Convention and Tourism, and Library.

For further information, visit the City of Omaha's website at:
<https://www.cityofomaha.org/>

#2 Best

Large US City
for Recent Graduates (Omaha)
CNBC, April 2026

#1 Best

City to Move To (Omaha)
Forbes Home, March 2024

#2 Cities

with the Best Work-Life Balance
(Omaha)
Coworking Café, 2024



About Omaha Public Works

Public Works is the 3rd largest city department behind police and fire and is comprised of 763 employees with an annual operating budget of \$820,315,808 and provides oversight and operation of the city's essential services in the community, including the design, construction and maintenance of the City's infrastructure including sewers, parking, streets, and traffic control, as well as fleet management, wastewater treatment, and the new streetcar. The department is organized into two branches, Transportation and Environment with eleven divisions: Capital Construction and Street Maintenance, Parking & Mobility, Design Engineering, Traffic Engineering, Fleet Management, General Services, Facilities Management, Water Resource Recovery Facilities (WRRF) Engineering, WRRF Operations & Maintenance, Collection Systems & Flood Control, and Environmental Quality Control.

Our Mission: The Omaha Public Works Department plans, builds, operates, and maintains the infrastructure and essential services that keep Omaha moving and thriving. Through innovation, collaboration, and dependable service, we are committed to delivering safe, resilient, and sustainable infrastructure that strengthens neighborhoods, supports economic growth, and improves the quality of life for every Omaha resident.

Our Vision: We envision an Omaha where infrastructure is built not only to meet today's needs, but to anticipate the opportunities and challenges of tomorrow. Through forward-thinking transportation and mobility, sustainable infrastructure, responsible public investment, and the thoughtful use of technology, Omaha Public Works will help create a connected, resilient, and thriving city. We will invest in infrastructure that improves health and safety, expands mobility and opportunity, strengthens neighborhoods, supports businesses, and serves future generations to come.



Our Services

Environmental Services

planned 2026 capital spend: approx. \$287M

- » Provides operational oversight of the regional wastewater utility, with services across four environmental divisions. Its infrastructure includes two Water Resource Recovery Facilities, a High-Rate treatment basin (plus one currently being built), and a sewer system featuring three distinct collection types. This regional utility serves the majority of Douglas and a portion of Sarpy Counties, serving a population of approximately 800,000.
- » Manages the City's Stormwater Program, which is dedicated to reducing stormwater pollution and eliminating non-stormwater discharges under National Pollutant Discharge Elimination System municipal stormwater permits. This comprehensive program includes pollution reduction activities for construction sites, industrial sites, illegal discharges and illicit connections, new developments, and municipal operations, including a public education effort via several public meetings and an annual water festival event.
- » Serves as a founding partner of the Papillion Creek Watershed Partnership, which is an organization aligning regional stormwater management and education standards, covering an area of 402 square miles which includes 9 other partner agencies across Douglas and Sarpy Counties.
- » Operates a regional Household Hazardous Waste facility, serving residents of Douglas and Sarpy Counties, which provides reuse, recycling, or proper disposal of various types of special and hazardous waste commonly generated by residential users.
- » Sponsors 13.26 miles of the Missouri River Levee, overseeing a capital repair and recertification budget of over \$11M. The Department's Environmental Design group is currently overseeing the design for 19 capital infrastructure, urban stream restoration, and channel rehabilitation projects, including implementation of the longer-term \$2.2B Control Plan to drastically reduce pollutant load coming from the City's combined sewer network.



Transportation Services ***planned 2026 capital spend (incl Federal aid): approx. \$318M***

- » Public Works manages the transportation infrastructure across the City's roadway network including over 5,000 lane miles of public roadway and more than 850 signalized intersections.
- » Named IPMI's 2026 Organization of the Year, the Parking and Mobility Division oversees nine garages and three surface lots, totaling 13,171 spaces, as well as a micromobility network comprising 1,000 scooters and 420 e-bikes across 83 bike-share stations.
- » Manages the City's Bridge Rehabilitation and Reconstruction program with an annual capital spend of approximately \$2M.
- » Implements a state-of-the-art traffic control system, upgrading over two hundred signals annually through the network utilizing adaptive traffic control technology at the Traffic Control Center.
- » The capital transportation design engineering team is directing the design of over 40 public infrastructure projects and reviewing infrastructure components of over 300 private projects in the City's right-of-way; their partners in the capital construction division currently oversee construction of 42 planned & emergency infrastructure improvements, including projects funded through Federal aid programming.



Administrative Services

- » The Fleet Maintenance Division is responsible for maintenance of the City's entire vehicle fleet, including specialized equipment for Fire, Police, Street and Parks Maintenance.
- » The Facilities Management Division oversees the maintenance and life-safety equipment in all the Fire, Police, Public Works, and Library buildings.
- » Manages the City's award-winning Graffiti Abatement Program, maintaining a 48-hour removal benchmark for city staff (weather permitting) and expanding public outreach through library-distributed self-help abatement kits.
- » Co-leads the implementation of the City's Small and Emerging Business program; Public Works tracked roughly \$15M in small business participation during the first six months of 2026.
- » The General Services Division oversees the departmental Public Involvement team with four IAP2 certified Public Involvement Professionals, administering approximately 35 public outreach events annually.
- » Public Works provides engineering, construction management and administrative support to the Omaha Streetcar Authority, building the foundation for "OSCAR," the new \$400M modern streetcar system.

...and so many more exciting projects and programs yet to come!

For more information about the **Omaha Public Works Department** visit:
<https://publicworks.cityofomaha.org/>

About the Position

The Public Works Director is Omaha's executive responsible for the strategic leadership, administration, and operational oversight of all functions within the Public Works Department. Serving under the general direction of the Mayor, this position oversees a broad and complex portfolio that includes city engineering, traffic engineering, street construction, maintenance and cleaning, stormwater management, sewers and wastewater treatment, garbage collection and recycling, parking and mobility services, and OSCAR, the City's brand-new streetcar system.



The Public Works Director provides the strategic leadership necessary to build, maintain, and advance the infrastructure of a growing and evolving city. The Director oversees a department whose work touches nearly every part of daily life. From the streets and utilities that connect neighborhoods to the systems that support mobility, environmental quality, and essential services, Public Works provides the foundation on which the city operates. As a key supporter of Omaha's new streetcar system, the Director plays a central role in driving the city's transportation and mobility investments.

The Director prioritizes Omaha's long-term infrastructure investments that residents and businesses can see and experience. This includes leading the City's Capital Improvement Program and long-range infrastructure planning while guiding the development of major public works projects from concept through completion. The Director has significant autonomy to pursue innovative solutions while balancing sound engineering, responsible investment, regulatory requirements, and community priorities. Through this work, the Director helps strengthen neighborhoods, support economic development, and prepare Omaha's infrastructure for the future.

The Director is the public face of the Public Works Department and a key voice on the infrastructure issues shaping Omaha. The position requires building strong relationships across government, the business community, and Omaha's neighborhoods. The Director must be able to make complex issues understandable, build support for important investments, and bring people together around shared priorities. Whether working with City leadership on long-term strategy or speaking directly with residents about a project in their neighborhood, the Director represents the City's commitment to effective and responsive public service.

As the chief spokesperson and advocate for the Public Works Department, the Director drives the mission of effectively meeting the transportation and environmental quality needs of our citizens. This role must cultivate strong relationships with elected officials, governmental agencies, community organizations, business leaders, media representatives, and residents, effectively communicating complex issues and advancing public understanding of infrastructure initiatives and service priorities.

Excelling in this position requires extensive knowledge of public works administration, municipal operations, infrastructure systems, budgeting, and public policy, coupled with exceptional communication, collaboration, and strategic leadership skills. The Director provides leadership and direction to subordinate managers, professional, technical, and administrative staff.

■ The Ideal Candidate

The City of Omaha seeks a visionary, strategic, and highly collaborative public sector leader to serve as its next Public Works Director. This is a rare opportunity to step into a leadership role during a period of transformative growth, investment, and community development across Omaha. The successful candidate will shape the future of a thriving metropolitan city while overseeing the essential infrastructure systems and services that support residents, businesses, and visitors every day.

The ideal candidate is a forward-thinking executive who can balance operational excellence with visionary leadership. They possess the ability to see the broader picture, anticipate future needs, and develop innovative solutions that advance Omaha's mission of creating a safer, more connected, resilient, and prosperous community. They understand that infrastructure is not simply about roads, utilities, and facilities, but about improving quality of life, fostering economic opportunity, revitalizing neighborhoods, supporting downtown development, and making Omaha an exceptional place to live, work, and visit.

This innovative leader and strategist brings extensive expertise in public works administration, municipal operations, and large-scale capital projects. Managing complex infrastructure assets—including transportation, water and wastewater systems, and flood protection—this candidate exercises sound judgment and fiscal oversight to streamline operations from concept to completion. By fostering cross-functional partnerships, developing high-performing teams, and cultivating public trust, they deliver impactful, budget-conscious results for the citizens of Omaha while maintaining the highest standards of safety and accountability.

Achieving key objectives in this role requires exceptional relationship-building and communication skills. They must be comfortable serving as a trusted advisor to the Mayor, City Council, and other elected and appointed officials, providing thoughtful recommendations, expert guidance, and clear responses on complex issues. Political acumen, sound judgment, and the ability to navigate competing priorities are essential.

The successful candidate will be deeply committed to public service and community engagement. They will regularly attend public meetings, listen to residents' concerns, explain the rationale behind projects and decisions, and build trust through transparency, empathy, and responsiveness. They understand how to translate complex technical information into clear, relatable messages for diverse audiences while helping stakeholders understand both opportunities and challenges facing the city.

The ideal candidate possesses the foresight to identify emerging issues, understand how decisions may impact other departments, projects, neighborhoods, and stakeholders, and recognize when information must be elevated for executive or elected leadership consideration. They know how to get to "yes" by building consensus, fostering collaboration, and identifying practical solutions that move important initiatives forward.

The next Public Works Director will also bring experience in emergency management and crisis response. Omaha's infrastructure systems must remain resilient in the face of severe weather events, including flooding, tornadoes, and windstorms. The ideal candidate will have demonstrated experience leading organizations through emergency situations, maintaining continuity of operations, and coordinating effective responses.

A strong strategic planner, the successful candidate will help define what success looks like for Omaha's future infrastructure investments. They will lead the development of long-term strategies for streets, multimodal transportation, mobility, smart growth, and sustainable infrastructure, ensuring the city remains well-positioned for continued growth. They will embrace people-centered design principles, prioritize safe transportation options for all users, and align infrastructure investments with neighborhood priorities and community aspirations.

The ideal candidate is an inspiring and authentic leader who develops people, empowers teams, creates accountability, and fosters a culture of innovation, collaboration, and continuous improvement. Above all, Omaha seeks a leader with a genuine commitment to public service and integrity to ensure that the City's infrastructure and services remain safe, reliable, innovative, and worthy of the communities they serve.

For a proven public works executive who is energized by transformational projects, civic partnerships, community impact, and the opportunity to help shape the future of a growing and dynamic city, Omaha offers an exceptional platform to lead, innovate, and leave a legacy.

Additional key competences for the **Public Works Director** shall include:

Strategic Infrastructure Leadership - Provides vision and direction for the City's infrastructure systems, capital investments, and long-range planning efforts while balancing present operational needs with future community growth.

Mission-Driven Public Service - Demonstrates an unwavering commitment to serving residents, protecting public resources, and enhancing quality of life through exceptional service delivery.

Accountability and Results - Creates a culture of ownership, responsibility, performance measurement, and continuous improvement while delivering measurable outcomes.

People-Centered Leadership - Builds high-performing teams through coaching, mentoring, succession planning, empowerment, and employee development.

Innovation and Continuous Improvement - Champions new ideas, emerging technologies, operational efficiencies, and best practices that improve service delivery and organizational effectiveness.

Collaborative Partnerships - Develops trusted relationships with elected officials, staff, governmental partners, businesses, and community stakeholders to advance shared goals.

Customer Service Excellence - Promotes a service-oriented culture that prioritizes responsiveness, reliability, accountability, and community satisfaction.

Resilience and Adaptability - Thrives in complex and changing environments, effectively managing competing priorities, emerging challenges, and organizational change.

Integrity and Public Stewardship - Models ethical leadership, transparency, and responsible management of public resources while maintaining public trust.



■ Requirements and Location

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 Engineering or related field of study
- » Ten (10) years of extensive administrative and management experience in public works operations and engineering management.
- » Master's degree in related discipline is preferred
- » Must be a registered as a Professional Engineer by the State of Nebraska. Out-of-state candidates will be provided with a specified time frame to obtain their registration in the State of Nebraska.
- » Possession of, or the ability to obtain, a valid Driver's License.
- » This position is based in Omaha, Nebraska.

Compensation and Benefits

This is a full-time, exempt, at will, benefit-eligible position. The expected salary range for this position is **\$205,000 – \$220,000** and will be commensurate with the selected candidate's experience and qualifications.

The City of Omaha offers a comprehensive benefits package, including:

- » Health insurance with major medical, vision, and dental coverage for the individual and family, including funding of an HSA
- » Defined benefit pension program
- » Fifteen paid holidays
- » Generous paid sick and vacation leave

To learn more, go to:
<https://hr.omaha.gov/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 **Wednesday, September 30, 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/2648>

For additional information about this position, please contact:

KYLIE WILSON

Principal HR Consultant

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CPS HR  **CONSULTING**

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 selected for a screening interview with the Consultant. The most qualified candidates will be invited to 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.