NORTH MIAMI
FLORIDA

Public Works Director



Enhancing Quality of Life—Every Street, Every System, Every Day

Building a Safer, Stronger, Better North Miami

The City of North Miami is seeking a Public Works Director who is ready to step into a role where leadership is visible, expectations are high, and the opportunity to make a lasting impact is real.

This is a pivotal moment for the City. Major infrastructure investments are underway, including a new water plant, citywide capital improvements, and a renewed focus on delivering high-quality services to residents. Public Works sits at the center of it all, responsible for the systems, assets, and operations that shape daily life across the community.

This role offers more than oversight; it offers ownership. You will lead a department of approximately 100 employees, guide critical capital projects, and partner directly with the City Manager to move priorities forward. Success will require strong technical judgment, disciplined execution, and the ability to build a culture of accountability and performance.

North Miami is looking for a leader who is hands-on, proactive, and committed to getting things done. Someone who can navigate complexity, bring structure to operations, and ensure that projects are delivered with quality and consistency. Just as importantly, this leader will understand the importance of communication, keeping leadership informed, building trust, and representing the department with confidence.

For the right candidate, this is a rare opportunity to shape infrastructure, strengthen an organization, and deliver results that are seen and felt across an entire city.





You'll have the rare opportunity to:

- Lead **critical infrastructure and utility operations** that directly impact quality of life
- Oversee and help deliver a **multi-year Capital Improvement Program totaling over $39 million**
- Take the helm of a **new water plant initiative** and major utility investments
- Build accountability, elevate performance, and **reshape organizational culture**
- Partner closely with an engaged City Manager who actively supports execution and shields operations from politics

About the City of North Miami

The City of North Miami operates under a **Council-Manager form of government**, where the Mayor and City Council set policy and the City Manager oversees daily operations. As the City's Chief Executive, the City Manager leads implementation of strategic priorities and service delivery across all departments. Department Directors, including the Public Works Director, report directly to the City Manager and play a key role in advancing Citywide initiatives.



North Miami is a **full-service municipality**, providing public safety, utilities, infrastructure, parks and recreation, and community development services through a professional workforce serving a diverse community.

The Public Works Director is a core member of the executive team, working closely with leadership and elected officials to deliver infrastructure projects aligned with the City's goals in an evolving, results-focused environment.

About the Public Works Department

MISSION STATEMENT: To enhance the quality of life, health, and safety of all residents by rendering proper and efficient sanitation, street, water, sewer, storm-water, fleet management, and building maintenance services.

The Public Works Department is at the center of that transformation, responsible for delivering essential services to approximately **65,000 residents** and maintaining the infrastructure that supports daily life.

The department oversees a wide range of critical operations, including:

- Water, sewer, and stormwater systems
- Streets, sidewalks, and right-of-way maintenance
- Fleet, facilities, and sanitation services
- Capital improvement planning and project delivery

Public Works plays a **highly visible and impactful role**, managing everything from roadway resurfacing and drainage to tree maintenance and citywide beautification. With a growing capital program and major infrastructure initiatives underway, the department is not just maintaining the city, it is actively **shaping its future**.

In North Miami, Public Works is more than an operational department. It is one of the most **visible, community-facing functions in the organization**. Residents experience its success every day through roads, water, cleanliness, and neighborhood conditions.

The Position

The Public Works Director is a key member of the City's executive leadership team, reporting directly to the City Manager and responsible for both the **reliable delivery of essential services** and the **advancement of major infrastructure priorities**.

The Director operates at both a strategic and operational level, guiding major initiatives such as water system investments, roadway improvements, and citywide infrastructure upgrades, while ensuring efficiency, compliance, and responsiveness in day-to-day operations. The role also leads critical functions including:

- Capital project oversight with engineers, contractors, and consultants
- Departmental budgeting, procurement, and asset management
- Performance metrics, accountability systems, and operational improvements

As a highly visible leader, the Public Works Director regularly engages with the City Manager, elected officials, and the community—translating complex infrastructure issues into clear, actionable direction and building alignment around priorities.

Success in this role will be defined by the ability to **deliver projects, strengthen operations, and build a culture of accountability that drives results.**



This role oversees a department of approximately 100 employees and manages a broad, highly visible portfolio of programs and projects.

- New water plant development and utility system investments
- $6.6M+ in water, sewer, and stormwater improvements in FY26 alone
- Citywide roadway resurfacing, sidewalk restoration, and traffic calming
- Fleet and equipment modernization
- Park and public space enhancements, including major capital projects
- Centennial-driven beautification and infrastructure upgrades

The Ideal Candidate

The City of North Miami seeks a seasoned, credible, and highly engaged Public Works executive who brings the technical depth, leadership maturity, and operational urgency to advance major infrastructure priorities. This is a role for a leader equally comfortable navigating water utility strategy, capital project delivery, contractor performance, budget oversight, field operations, and organizational culture.

The ideal candidate will bring strong municipal public works experience, with depth in water, sewer, stormwater, streets, facilities, fleet, and capital improvement planning. An engineering background and Professional Engineer (P.E.) license in the State of Florida, or the ability to obtain it in the first six months of employment, is required. The City needs a leader who can assess complex technical issues, ask the right questions, manage risk, hold consultants and contractors accountable, and ensure projects move from planning to execution.

Equally important is strong people leadership. The next Director will set clear expectations, build accountability, and foster a culture where responsiveness and follow-through are standard. This individual will be visible and hands-on, engaged in both the field and the organization, bringing a balanced leadership style grounded in professionalism, consistency, and respect.

Success in this role requires structure, urgency, and disciplined execution. The ideal candidate is proactive, highly organized, and persistent; someone who can track multiple priorities and "own" projects through completion while identifying and addressing issues early. Close, candid communication with the City Manager will be essential to maintaining momentum and resolving challenges effectively.

Political acumen and executive presence are critical. The Director must clearly and confidently communicate complex infrastructure issues to the City Council, residents, and stakeholders, demonstrating sound judgment and maintaining trust in a highly visible environment.

North Miami is a diverse and community-focused city, and the successful candidate will bring cultural awareness, emotional intelligence, and a commitment to equitable, responsive service. They will recognize that public works is one of the most visible functions of local government and take pride in delivering services that improve daily life and strengthen public confidence.

The City is particularly interested in candidates who offer:

- Executive-level leadership in municipal public works or utilities
- Strong expertise in water systems, infrastructure planning, and regulatory compliance
- Experience delivering complex capital projects from concept to completion
- Ability to manage contractors, procurement, budgets, and schedules effectively
- A track record of improving operations, systems, and accountability
- Strong communication skills across executive leadership, elected officials, staff, and the public
- Sound judgment in politically sensitive or high-profile environments
- A leadership style that balances accountability with team development
- Experience leading emergency response (e.g., hurricanes, flooding, infrastructure failures)
- A commitment to transparency, service excellence, and long-term stewardship

Above all, the next Public Works Director will be a builder of systems, teams, projects, and trust, capable of delivering visible results and positioning North Miami's infrastructure for the future.

The North Miami Lifestyle



YEAR-ROUND OUTDOOR LIFESTYLE

North Miami offers a warm, tropical climate that makes it easy to enjoy the outdoors year-round, whether it's weekends at the beach, boating on Biscayne Bay, or exploring nearby parks and nature preserves.

ACCESS TO WORLD-CLASS AMENITIES

Residents enjoy immediate proximity to some of South Florida's best:

- Beaches and waterfront activities
- Dining, arts, and cultural experiences
- Shopping and entertainment districts
- Major airports for easy domestic and international travel



DIVERSE, WELCOMING COMMUNITY

North Miami is one of the most culturally diverse communities in the region, offering a rich blend of backgrounds, languages, and traditions. It's an environment where families can feel connected, welcomed, and engaged.

FAMILY-ORIENTED ENVIRONMENT

The City fosters a strong sense of community through:

- Local events, festivals, and neighborhood programs
- Parks, recreational amenities, and youth activities
- A close-knit feel where residents are engaged and involved



EDUCATIONAL ACCESS & OPPORTUNITY

The area provides access to a range of public, private, and charter school options, as well as nearby colleges and universities, supporting families at every stage.

BALANCE OF URBAN ACCESS & NEIGHBORHOOD FEEL

North Miami offers the convenience of a major metropolitan area while maintaining a more relaxed, community-oriented atmosphere ideal for professionals raising a family.

A PLACE TO PUT DOWN ROOTS

Many employees and residents choose to stay long-term or return to North Miami, reflecting a community that people connect with and invest in over time.

Compensation & Benefits

Salary Range: $152,472.48 – $213,461.47

The City of North Miami offers a **competitive and comprehensive benefits package**, including:

- Medical, dental, and vision coverage through Cigna
- Retirement benefits through the Florida Retirement System (FRS) Senior Management Service Class
- Executive benefits, including a vehicle allowance & cell phone stipend
- Life and disability insurance
- Employee Assistance Program
- Flexible spending accounts
- Wellness programs and financial advisory resources



Work-Life Benefits Include:

- Generous holiday schedule, including 11+ holidays, floating holidays, and birthday leave
- Family-friendly workplace culture
- Access to South Florida's world-class amenities, beaches, and lifestyle

Are You Ready To Lead North Miami's Next Generation of Infrastructure?

This recruitment will remain open until filled, with a first review of applications on **Monday, December 7, 2026**. Candidates are encouraged to apply early for full consideration.

To learn more or apply, visit:
https://www.cpshr.us/recruitment/2706

Please submit your resume, cover letter, and a list of six work-related references who will not be contacted until the final interviews (two supervisors, two direct reports, and two colleagues). The City of North Miami is an Equal Opportunity Employer committed to fostering a diverse and inclusive workplace.

Confidential inquiries are welcome.

For additional information about this position, please contact:

CPS HR CONSULTING
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Kylie Wilson
Principal Consultant
kwilson@cpshr.us
Website: **www.cpshr.us**