



Now accepting applications for

DIRECTOR of Public Works / CITY ENGINEER

Salary: \$166,568 - \$202,464 Annually
\$13,881 - \$16,872 Monthly

Plus an Outstanding benefits package

Deadline to apply: Tuesday, September 24, 2024, 11:59 PM

THE POSITION

The City of Sebastopol is seeking an engaging, inclusive, collaborative, and talented leader who is well-versed in engineering principles and practices, project management, facility and infrastructure maintenance, water distribution and wastewater collection systems, public parks and facilities maintenance, laws, regulations, and safety standards. The Director of Public Works/ City Engineer serves as the City Engineer and coordinates assigned activities with other departments and outside agencies.

This position plans, organizes, directs, and reviews the full range of activities and operations of the Department of Public Works, including engineering design, public works construction and inspection, repair and maintenance of City infrastructure and streets, and transportation programs. The Director of Public Works/ City Engineer reflects a demonstrative cultural competency working with all community members regardless of cultural differences or circumstances, including race, ethnicity, religion, language, gender identity, age, marital and familial status, sexual orientation, diverse physical and learning abilities, socioeconomic status, and other identities. This position provides highly responsible and complex professional and administrative consultation to the City Manager and may serve as the City Manager or Assistant City Manager in either manager's absence or as assigned. Performs related duties as assigned.

This is an "at will" classification serving at the pleasure of and receiving administrative direction from the City Manager. This role's duties allow for a broad scope of independent decision-making within legal, policy, and regulatory guidelines. It involves exercising general direction and supervision over professional, technical, and administrative support staff.

IDEAL CANDIDATE WILL



- Possess a deep understanding of municipal infrastructure planning, design, construction, and maintenance, along with a thorough knowledge of applicable laws, regulations, and safety standards.
- Provide leadership that inspires and encourages others to achieve their best and who will build diversity and inclusion as key components of leadership, business planning, and customer service.
- Demonstrate exceptional problem-solving abilities and innovative thinking.
- Possess a certificate of registration by the State of California as a Professional Civil Engineer and have experience in overseeing municipal operations such as water, wastewater, storm water pollution control, and parks.
- Ensure that projects are completed efficiently, on time, and within budget, demonstrating a commitment to sustainability and improving public infrastructure for the community's benefit.
- Be able to communicate effectively, demonstrate emotional intelligence and political understanding, and a desire to improve the customer service experience will ensure efficient management of the day-to-day department and staff needs.
- Be able to adjust quickly to changing priorities and conditions, and establish positive relationships with colleagues, employees, the public, and other stakeholders.

THE CITY

The City of Sebastopol is located in Sonoma County, a region that produces the majority of the world's supply of Gravenstein apples and a significant volume of grapes used to curate high-quality wines. Sebastopol is also the gateway to the popular Russian River and its surrounding redwood forests, as well as Bodega and Jenner's coastal recreation areas. Whether you live, work, or play here, or even if you are just passing through, you are a part of our community, and we welcome you.

BENEFITS

The City of Sebastopol provides an excellent compensation and benefits package that includes the following:

- Under the current compensation and benefits resolution employees have a choice of Kaiser or REMIF Anthem Blue Cross Health Insurance for employee and dependents and the employer contributes 100% of lowest cost premium. Employees pay premium differences for higher cost plans.
- Employer contributes 100% of the premium for Dental & Vision Benefits
- Short/Long-term Disability Ins. administered through Lincoln Financial Group
- Life Ins. - \$50,000 for employee. Increased coverage may be purchased by employee.
- Retirement- PERS Pension Plan 2% @ 55 for Classic Members. 2% @ 62 for PEPRAs Members (hired after 1/1/13).
- Deferred Compensation Plans are available
- Vacation, and Sick Leave accrual benefits.
- 100 hours of Administrative Leave (Prorated)
- 15 paid Holidays; Funeral, Medical, Family & Personal Leave benefits
- Payroll Direct Deposit
- Longevity Pay is granted after completion of 5 years at 2%, 10 years at 4%, 15 years at 6%, 20 years at 8%, and 25+ years at 10%
- Section 125 pre-tax premium plan available
- Mileage Allowance & Business Travel expense reimbursement per Travel Policy

Please refer to the Management/Mid-Management Un-represented Resolution for a comprehensive list of benefits and services at <https://www.cityofsebastopol.gov/employee-benefits/>.



QUALIFICATIONS

Any combination of training and experience that would provide the required knowledge, skills, and abilities is qualifying. A typical way to obtain the required qualifications would be:

Education: Equivalent to graduation from an accredited four-year college or university with major coursework in civil, electrical, mechanical, hydrology, systems control engineering, or a related field.

Experience: Five (5) years of professional experience in asset and infrastructure management, public project and facilities maintenance management, engineering, or utilities management, and administrative and leadership experience in public works, including two (2) years of supervisory experience.

License and Certifications:

- A certificate of registration issued by the State of California as a Professional Civil Engineer.
- The ability to convey oneself between multiple geographic locations daily and timely is required or possession of, or the ability to obtain a valid California Driver's License by the time of appointment.

SELECTION PROCESS

Qualified candidates are invited to apply by submitting a Letter of Interest and a focused resume detailing their recent experience and demonstrated career accomplishments relevant to this position along with their completed application and supplemental questions to CalOpps.org. <https://www.calopps.org/city-of-sebastopol> or scan the QR code below:

All materials must be included to be considered as a candidate.

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The City of Sebastopol is not responsible for the failure of internet forms or email in submitting your application. Additional inquiries about the position or candidates with a disability who may require special assistance in any phase of the recruitment process should advise Danielle Oliveira from Muchmore Than Consulting danielle@muchmorethanconsulting.org.



Recruitment Services Provided by
Muchmore Than Consulting, LLC
Contact: Danielle Oliveira
Danielle@muchmorethanconsulting.org