

**ALAMEDA
COUNTY**



Public Works Agency
— Alameda County —

DEPUTY DIRECTOR, ALAMEDA COUNTY PUBLIC WORKS AGENCY

Salary Range: \$143,395 - \$174,408





THE OPPORTUNITY

The next Deputy Director for the Alameda County Public Works Agency will have the opportunity to oversee the capital project delivery of an impressive portfolio of projects in one of the most desirable locations in the United States. Alameda County is ideally located a short distance from San Francisco and both the Silicon and Napa Valleys. An interesting professional challenge and a desirable location await the selected candidate.

THE COMMUNITY

Alameda County is located on the east side of the San Francisco Bay. Referred to as the “East Bay,” the region has been the fastest growing group of communities in the San Francisco Bay Area for more than two decades. Alameda County is popular because of its desirable location, incredible diversity, ideal climate, and broad economic base, plus its range of available housing and business opportunities. Alameda County is one of the most culturally and ethnically diverse regions in the country, offering a rich array of amenities including the Oakland Museum, Chabot Space and Science Center, Oakland East Bay Symphony, and the Livermore and Tri-Valley Wine Country. Alameda County is home to the Oakland Athletics, Oakland Raiders, and Golden State Warriors. The University of California, Berkeley and California State University, East Bay are two of several distinguished academic institutions located in the County.

COUNTY GOVERNMENT

Alameda County has a population approaching 1.6 million residents, making it the second largest county in the Bay Area and the seventh largest in the State. The County encompasses 14 cities as well as 6 unincorporated communities and rural areas that span a total of 738 square miles.

The County operates under a charter form of government and is governed by a five-member Board of Supervisors. The Board is responsible for setting policy, overseeing all County operations, approving the organization’s annual budget, and representing the County in a number of areas including to numerous special districts and regional agencies. The Board-appointed County Administrator leads a team of department heads who work collaboratively to carry out County programs and initiatives.

The Alameda County PWA is an American Public Works Association (APWA) Accredited Agency. During the most recent reaccreditation two of the Public Works Agency’s programs, “Rate Setting and Equipment Specifications” and “Bid Review,” were recognized for exceptional model practices that should be adopted by other public works agencies.

Alameda County employs over 9,000 employees working in 21 different agencies and departments and has an annual budget of nearly \$2.7 billion. The County provides a full spectrum of services including general government and internal services, health care, social services, public works, criminal justice, and other public safety services.

MISSION AND VISION

Alameda County's mission is to enrich the lives of its residents through visionary policies and accessible, responsive, and effective services. Our vision is to be recognized as one of the best counties in which to live, work, and do business.

THE PUBLIC WORKS AGENCY

The Alameda County Public Works Agency (PWA) designs, builds, and maintains public infrastructure including streets, sidewalks, bike lanes, creeks, flood control facilities, and storm drains. Along the unincorporated roadways, the PWA sweeps public streets, landscapes the public right-of-way, trims trees, and removes graffiti. The PWA also oversees the installation and operation of traffic signals, street lights, roadway signage, roadway pavement markings, and paint.

The PWA administers the Alameda County Flood Control and Water Conservation District, a separate legal entity that serves the entire County. The Alameda County Flood Control and Water Conservation District is the devoted steward of a valuable resource—a vast flood control infrastructure including channels, pump stations, and other facilities. The District works specifically to protect County citizens from flooding while preserving the natural environment.

The Public Works Agency also performs the engineering review of private development and issuance of building permits, right-of-way encroachment permits, and well-drilling permits. In addition, the Public Works Agency facilitates a variety of community programs including beautification, cleanup projects, community events, and biking/walking safety and promotion programs.

The Public Works Agency has an annual operating budget of \$177.5 million and 295 FTEs.

THE POSITION

Reporting to the Director of Public Works, this Deputy Director will join two other Deputy Directors on the Public Works Agency's executive team. This Deputy Director oversees the Engineering Department, which consists of the Engineering & Transportation Division and the Flood Control & Watershed Management Program, with 63 FTEs. The Engineering Department also administers over a \$250 million capital budget. Two Principal Engineers, one overseeing the Engineering & Transportation Division and the other the Flood Control & Watershed Management Program, report to this Deputy Director.

CHALLENGES AND OPPORTUNITIES

Major initiatives and challenges facing the new Deputy Director of the Public Works Agency include:

- The passage of Senate Bill 1 in California has introduced a significant new funding stream for capital projects in Alameda County. This funding comes with performance accountability and reporting requirements to the State with strict expectation of compliance.

- Administration and effective delivery of over \$250 million Capital Improvement Program (CIP) consisting of Flood Control Improvement Projects and Transportation Infrastructure Improvement Projects. Due to the Bay Area's vigorous and competitive construction market, there is a need to develop a more robust and strategic capital project delivery methodology that is capable of increased delivery.
- In the long term, the Alameda County PWA needs to continue strong succession planning. Key vacancies are likely five to ten years from now, and it is imperative that talent is cultivated within the organization.
- With the fast pace of technological changes, there is a need to stay abreast of new trends and innovations in the field of municipal engineering and public works, and to embrace broad technological advances.
- Opportunity to develop and implement a strategic direction for the department and advance organizational culture which attracts and retains talented staff.

AN AWARD WINNING DEPARTMENT

2012 AWARDS

- ABAG Growing Smarter – Preserving and Protecting the Environment Award: Streetlight Retrofit Project

2013 AWARDS

- NorCal APWA Project of the Year, Structures (Flood Control ~ <\$25M) Alameda Creek Levees Upgrades and Accreditation Project
- American Society of Civil Engineers Outstanding Small Project of the Year: San Francisco Region -Alameda Creek Levees Upgrades and Accreditation Project
- NorCal APWA 2013 Feature Project of the Year: Lewelling Boulevard Improvements Project

2014 AWARDS

- League of Cities Project of the Year: Stanley Boulevard Safety and Streetscape Improvements Project
- American Society of Civil Engineers (ASCE) San Francisco Section Award – Sustainable Project of the Year: Stanley Boulevard Safety and Streetscape Improvements Project
- American Society of Civil Engineers Outstanding Small Project of the Year - San Francisco Region: Maud Avenue Improvements Project

2015 AWARDS

- NorCal APWA Small Environmental Project of the Year (<\$5M): Grant Avenue Pathway and Drainage Improvements Project

2016 AWARDS

- Public Technology Institute's Technology Solutions Award – El Nino Video Series

THE IDEAL CANDIDATE

The Alameda County Public Works Agency is seeking an ambitious, innovative, and pragmatic leader to provide robust capital project delivery oversight of the engineering, transportation, and flood control functions for the Agency. The ideal candidate should embody the following characteristics, experience, and qualifications:

- Proven track record in successful capital project delivery. A “get the job done” approach, with demonstrated success, is the most important attribute that will be found in the ideal candidate. Keep projects on-time and on-budget, and meet deadlines while being flexible to accommodate changes in priorities as needed.
- A self-starter that is willing to commit the time and talents to take on new challenges and gain quick respect in the Agency. The ideal candidate will be able to work autonomously and productively.
- Proactive, and inspirational manager with an active communication style who promotes a positive environment of accountability while creating opportunities for employees to gain cutting edge training that will elevate the organization to the next level.
- Possess strong program management and long-term planning and budgeting expertise with resourceful approaches in securing funding, and implementation of key projects with short timelines at a rapid pace.
- Must be able to connect with diverse stakeholders and effectively manage stakeholder expectations by developing realistic solutions that can be implemented to improve community needs.
- Strong written and verbal communication skills are highly valued. The selected candidate must be responsive and communicate up, down, and across the organization. Additionally, the Deputy Director will often be called upon to present at Board and community meetings.
- The Alameda County PWA is an award-winning agency, as a result of innovation and the pursuit of excellence – traits the ideal candidate will share. It is expected the next Deputy Director will initiate innovations that continue the PWA’s record of successes.

QUALIFICATIONS

This civil service position with Alameda County requires that candidates possess the following:

- A Bachelor’s degree in Civil Engineering from an accredited college or university; and
- Certificate of Registration as a Professional Civil Engineer in the State of California or the ability to obtain within six months of appointment; and
- Five years of civil engineering supervisory experience with at least two of the years at the Principal, Assistant Director, or higher-level position within an engineering organization. Two years of experience in the class of Principal Engineer in Alameda County is considered qualifying.

COMPENSATION AND BENEFITS

Alameda County offers an excellent annual salary range of \$143,395 – \$174,408, with placement within the range dependent upon qualifications. A comprehensive benefits package that affords wide-ranging healthcare options to meet the different needs of a diverse workforce and their families is also provided. The County also sponsors many different employee discount, fitness, and health screening programs focused on overall well-being. Benefits include the following:

- Medical – HMO & PPO Insurance
- Dental – PPO & DHMO Insurance
- Vision
- Basic and Supplemental Life Insurance
- County Allowance (Employer Credit)
- Health Flexible Spending Account
- Retirement Plan
- Deferred Compensation Plan
- Paid Holidays
- Floating Holidays
- Management Paid Leave Days
- Vacation and Sick Leave Accrual
- Employee Assistance Program

Note: Benefits described herein are subject to change.

HOW TO APPLY

Ralph Andersen & Associates is soliciting qualified candidates on behalf of Alameda County and this recruitment is being conducted pursuant to the Alameda County Civil Service Commission rules. Interested candidates should apply by **August 14, 2017**. Electronic submittals are strongly preferred to Ralph Andersen & Associates at apply@ralphandersen.com and should include a compelling cover letter, comprehensive resume, and three years of salary history. Upon submission of application to Ralph Andersen & Associates, candidates will be instructed to immediately complete an online application with Alameda County to complete the process.

Following the closing date, applications and resumes will be screened according to the qualifications outlined above. The most qualified candidates will be invited to interview. Candidates will be advised of the status of the recruitment following finalist selection. References will not be contacted until mutual interest has been established. Confidential inquiries are welcomed and should be directed to Greg Nelson, Ralph Andersen & Associates, at (916) 630-4900.

www.acgov.org

Alameda County is an Equal Opportunity Employer