



# NEVADA COUNTY, CA

## DIRECTOR OF PUBLIC WORKS

\$164,819 — \$201,210 DOE/DOQ







## NEVADA COUNTY

Located in the foothills of the western slope of the Sierra Nevada, historic Nevada County includes the Town of Truckee as well as the cities of Grass Valley and Nevada City.

Nevada County offers many activities for the outdoor enthusiast. Endless areas of trails for hiking, mountain biking, and horseback riding. Nearby lakes are available for boating, swimming, and fishing. The Yuba River has many natural swimming holes, hiking trails, and, during spring runoff, attracts avid kayakers. Nevada City has been ranked number one on Sunset Magazine's "Best Value Towns". Truckee continuously receives recognition, having been named one of Sunset Magazine's "Best Adventure Towns" and one of USA Today's "Best Ski Towns".

Nevada County features art galleries, live theatre venues, museums, historic buildings, fine dining, quaint bed and breakfast establishments, and award-winning wineries. Visitors and locals enjoy street fairs, festivals, and children's activities.

Please visit [GoNevadaCounty.com](http://GoNevadaCounty.com) for additional information

## Surrounding Areas

Residents of Nevada County visit beautiful and exciting destinations that surround the area. The San Francisco Bay Area makes for a great weekend getaway located just 140 miles to the west. The Napa Valley provides top rated wineries, restaurants and shopping. Weekend trips include the incredible Northern California Coast where visitors enjoy surfing, boating, fishing, or just walking in the sand. Nevada County residents are regular visitors to Lake Tahoe with world-class ski resorts, casinos, lake activities, and breathtaking mountain views.





**NEVADA  
COUNTY**  
CALIFORNIA



Nevada County is governed by a five-member Board of Supervisors elected on a non-partisan, district basis to serve four-year terms. The Board of Supervisors is the legislative body of County government and also serves as the governing body of the Nevada County Sanitation District. The County budget for FY 2022-2023 is \$331 million with a current staff of over 800 employees.

Our leadership values employee development and engagement, promotes open and transparent communication, sets us up to be a high-performing organization, and recognizes our contributions. Our leadership connects with the community, listens to them, and provides relevant programming to keep us safe and healthy. Providing positive customer service to our community members and employees is our top priority.

The County's eleven core values are customer satisfaction; collaboration; open and honest communication; innovation; integrity; personal responsibility; pride of ownership; its employees; its community; trust; respect and civility. As an organization, Nevada County holds each other accountable to its vision, mission, and values.



**NEVADA  
COUNTY**  
CALIFORNIA

**Community  
Development  
Agency**

## **PUBLIC WORKS DEPARTMENT**

Nevada County Public Works is dedicated to providing the best customer service possible to maintain public health and safety within the purview of the 6 Divisions of Public Works: Engineering, Fleet Services, Road Maintenance, Solid Waste, Transit and Wastewater. As part of the Community Development Agency, Public Works is also committed to advancing the quality of life for a vital Nevada County.



## The Position

The Public Works Director is an at-will position that reports directly to the Community Development Agency Director and provides expert professional assistance to the Board of Supervisors and County management staff. This position has high level oversight of all activities and operations of the Public Works Department and provides leadership in the on-going management of department programs. The Director is accountable for accomplishing County Public Works goals and objectives.



## The Ideal Candidate

The Public Works Director will be an effective communicator, able to quickly earn the respect of colleagues, community members, and subordinates through a leadership style rooted in collaboration, inspiration, supportive mentorship, responsiveness, and modeled behavior of professionalism and integrity.

The successful candidate will also be a skilled change agent adept at creating a positive team environment, empowering employees to improve quality, productivity, and achieve high performance, while holding staff accountable.

The successful candidate will possess exceptional management, interpersonal, and communication skills with a hands-on and proactive approach to addressing a broad range of challenges and be a strategic and innovative thinker able to implement various programs, initiatives, and mandates that support Nevada County Leadership, Board of Supervisors, and community needs.

Strong public presentation skills are highly valued. Ability to build and maintain strong trust among diverse stakeholders is essential to this position as well as the ability to operate with a focus on transparency and timeliness. Delivery of projects, on-time and on-budget is paramount to the success of the Public Works Director.

The Public Works Director will be personally and actively involved in promoting community engagement and encouraging open dialogue in the review and evaluation of Public Works services and initiatives.

Finally, the ideal candidate will have personal traits and professional attributes that include:

- ◇ A balance of compassion and organizational agility to effectively address controversial and sensitive issues
- ◇ Dynamic and collaborative, with the ability to anticipate and capture opportunities for private and public partnerships
- ◇ Able to execute initiatives that enhance customer service beyond department boundaries and make decisions based on a holistic community perspective
- ◇ Motivated by community and employee engagement
- ◇ A leader with integrity and strong core values that are demonstrated consistently through decisions and actions
- ◇ Able to effectively coordinate, prioritize, and integrate multiple programs in a cohesive and effective manner, securing cooperation and teamwork
- ◇ Engaged and focused on transparency, visibility, and educating the community about the Public Works Department
- ◇ Perseverance when working under pressure and serves as a foundation of resolve for the team during times of stress and pressure
- ◇ Able to build teams and relationship opportunities, and actively champion and participate in staff and leadership team building activities
- ◇ Politically astute with exceptional organizational acumen

# COMPENSATION AND BENEFITS

The salary range for this position is \$164,819 to \$201,210 annually DOE/DOQ

*Nevada County also offers an outstanding benefit package that includes:*

- ◆ 11 PAID HOLIDAYS
- ◆ FLOATING HOLIDAY HOURS
- ◆ PAID LEAVE (based on years)
- ◆ 40 HOURS ADMIN LEAVE
- ◆ AUTO ALLOWANCE
- ◆ MEDICAL & DENTAL INSURANCE
- ◆ VISION INSURANCE
- ◆ LIFE INSURANCE
- ◆ CalPERS PENSION PLAN
- ◆ LONGEVITY PAY
- ◆ LTD and STD INSURANCE
- ◆ TUITION REIMBURSEMENT
- ◆ DEFERRED COMPENSATION
- ◆ EMPLOYEE ASSISTANCE PROGRAM

## CANDIDATE QUALIFICATIONS

### ***Education and Experience Required***

Bachelor's degree from an accredited college or university in civil engineering or a closely related field. Five years of professional civil engineering work, two years of which in a supervisory capacity.

or the following:

Bachelor's degree from an accredited college or university in public or business administration or a related field. A Master's degree from an accredited college or university in public or business administration is desirable. Six years of progressively responsible experience in private civil engineering or public works agencies, two years of which in a supervisory capacity.

### ***Licenses and Certificates***

Possession of a valid California driver's license within 30 days of hire.

Licensed as a Professional Civil Engineer with State of California.

## HOW TO APPLY

*This position is open until filled*

*Candidates are encouraged to submit as soon as possible*

### **Submit Cover Letter and Resume**

*Craig W. Southerland*

*Public Service Search*

*(619) 393-9508*

**[csoutherland@publicservicesearch.com](mailto:csoutherland@publicservicesearch.com)**

*Nevada County is an equal employment opportunity employer  
and values diversity at all levels of the organization.*