

# PUBLIC WORKS DIRECTOR

City of Redmond, WA





## A WORLD CLASS CITY AWAITS YOU

Redmond, Washington is a thriving, culturally diverse community of more than 62,100 residents who enjoy the Pacific Northwest's year-round outdoor playground. Redmond is at the center of everything: mountains, water, and endless evergreens. Located just 11 miles northeast of downtown Seattle, Redmond's diverse employment base offers more than 87,000 jobs in a variety of fields including technology, aerospace, gaming, aerospace, biomedical as well as innovative start-ups. Housing options range from stately single-family suburban homes to modern, multi-family complexes in the City's two flourishing downtown areas. The City maintains an excellent record for public safety and includes several award-winning schools, a great park system, an emphasis on quality development, and a commitment to protecting the natural environment. These attributes combined, offer an excellent quality of life for the people who live and work in Redmond.

Redmond is governed by a mayor and seven Council members, each of whom are elected at-large to four-year, overlapping terms. The Public Works Director is a part of the Mayor's Executive Leadership Team and reports to the Chief Operations Officer. Together, the Mayor and Directors Team lead the City to strategically achieve the community's desired vision which is reflected in the following priorities:

**Clean & Green** - Continue to advance our environmental stewardship

**Diverse & Connected Community** - Enhance outreach and inclusive support of our global and connected community

**Infrastructure** - Preserve, maintain or replace what we must to help prepare us for the future

**Responsible Government** - Improve processes, systems, and invest in our employees through training opportunities and succession planning to allow us to better serve the community

**Safety** - Maintain our safe community and enhance community character

**Vibrant Economy** - Support Redmond's robust local economy, businesses, and job growth

## THE PUBLIC WORKS DEPARTMENT

The Public Works Department's mission is to strategically build, operate and maintain public infrastructure and provide environmental stewardship. The Department has approximately 133 employees, a \$172 million operational budget, and a \$60 million capital improvement budget. Work within the department is divided evenly between two divisions:

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Engineering Services - oversees construction, traffic operations safety and engineering, and environmental and utility services, the latter of which manages the City's waterway enhancements, drinking water, recycling, and solid waste programs.

Maintenance and Operations - responsible for water, wastewater, stormwater, fleet, and street maintenance and operations.

## THE IDEAL CANDIDATE

Redmond is seeking a strategic, results-oriented, leader that is ready to hit the ground running as Redmond's next Public Works Director. The ideal candidate is dedicated to serving the community and has a true passion for providing expert guidance, advice, and counsel to the Mayor, City Council, Directors Team, and City staff on public works issues while effectively leading City engineering services, maintenance operations, and relevant policy efforts. This person is an optimistic and approachable servant leader, whose infectious "can do" attitude inspires others to accept and manage change while upholding high-performance expectations. This individual will have superior communication skills, a strong environmental ethic, and an unwavering commitment to moving the City forward. A successful Director is a supportive, respectful mentor and coach who motivates and develops staff, seeks and provides clarity, and follows through to ensure that goals and timelines are met. The person selected to fill this position should possess strong values that align with the City's: integrity, accountability, and a commitment to service and be a team-oriented problem solver who enjoys working in a highly collaborative organization where members of the Directors Team share the strategic decision making process.

## MINIMUM QUALIFICATIONS

Requires a bachelor's degree and at least ten years of progressively responsible supervisory, management, or leadership experience. A master's degree in Public Administration or Business Administration is preferred. The best qualified candidate will have significant experience leading represented and non-represented engineering and public works employees in a municipal government setting.

## CHALLENGES & OPPORTUNITIES

As the key driving force for delivering a \$200 million capital improvement program over the next two years and a leading member of the collaborative team that will plan for the City's future, Redmond's next Public Works Director will have the opportunity to work on a wide variety of shared legacy projects, programs, and initiatives, including:

- Stabilization of the Public Works Department
- Extension of the regional light rail system (Link) into Redmond
- Expansion of the Microsoft Campus
- Completion of numerous bridge, streetscape, water, wastewater, stormwater, safety, and corridor improvement projects
- Updating the City's Facilities Plan, in coordination with Parks and Recreation, and other City Departments
- Innovation to keep the City clean and green
- Exploration into bringing a bike share program to the City

## COMPENSATION & BENEFITS

The annual salary range for this position is \$139,164 - \$194,820, DOQ. Compensation also includes an attractive benefits package that includes:

**Medical Insurance** - Choice of two plans for employees and their eligible dependents: Healthcare Management Administrators or Kaiser Permanente

**Prescription Drug Insurance** - Included with each medical plan

**Dental Insurance** - For employees and their eligible dependents

**Vision Insurance** - For employees and their eligible dependents

**Other Insurance** - Life, accidental death & dismemberment insurance, short and long-term disability, optional employee-paid voluntary life insurance

**Flexible Spending Accounts** - For tax savings on healthcare and dependent care expenses

**Vacation** - 21 days each year, prorated from January 1 for new hires

**Administrative Leave** - 6 days each year, prorated from January 1 for new hires

**Employee Assistance Program (EAP)**

**Retirement Plans** - Department of Retirement Systems (DRS) plus additional options that include: Municipal Employees Benefit Trust (Social Security replacement plan) and MetLife 457 Plan

## HOW TO APPLY

Apply online by May 3, 2019, at [www.alliancerc.com](http://www.alliancerc.com).

For questions and inquiries, please contact Cindy Krebs at [ckrebs@alliancerc.com](mailto:ckrebs@alliancerc.com) or 562-901-0769.

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