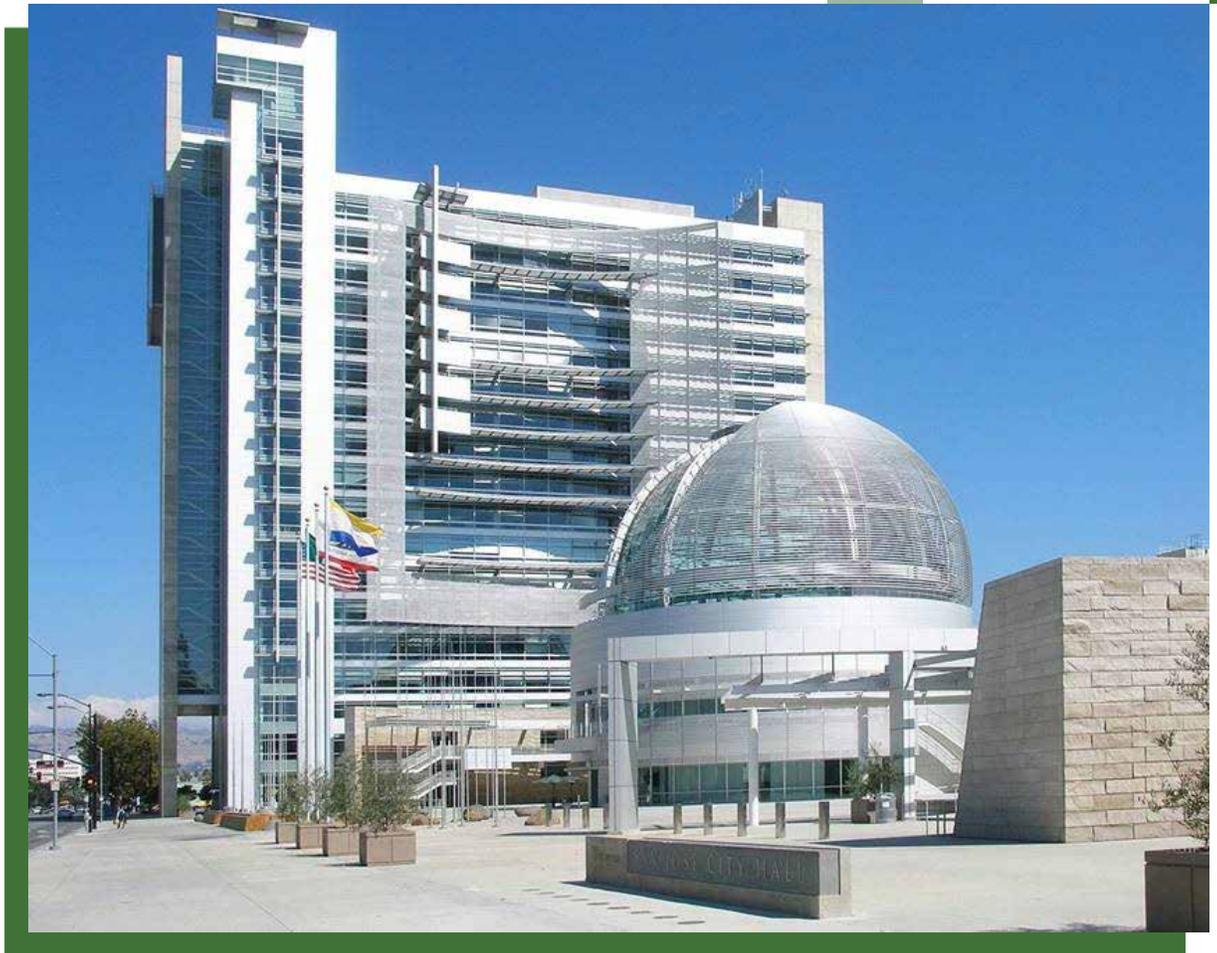


DEPUTY DIRECTOR OF PUBLIC WORKS – WASTEWATER TREATMENT, HYDRAULICS AND TRANSPORTATION CAPITAL PROJECT DELIVERY

City of San José, CA





THE CITY OF SAN JOSÉ

The City of San José plays a vital economic and cultural role anchoring the world's leading region of innovation. Encompassing 180 square miles at the southern tip of the San Francisco Bay, San José is Northern California's largest city, third largest in the State, and the 10th largest city in the nation. With more than one million residents, San José is one of the most diverse large cities in the United States. San José's transformation into a global innovation center has resulted in one of the largest concentrations of technology companies and expertise in the world, including major tech headquarters like Cisco, Adobe, Samsung, and eBay as well as start-ups and advanced manufacturing.

San José has received accolades for its vibrant neighborhoods, healthy lifestyle, and diverse attractions from national media including Business Week and Money magazines. The downtown area is home to high-rise residential projects, theaters, museums, and diverse entertainment attractions such as live music, live theater, cafes, restaurants, and nightclubs. Inquiring minds are served by The Tech Interactive, the San José Museum of Art, and many local galleries and venues. The City is served by 15 of the 32 public school districts in the County, and over 300 private and parochial schools provide residents with a range of educational choices. Universities in and near the City include San José State University, Santa Clara University, Stanford University, and three University of California campuses.

In 2011, the City adopted Envision San José 2040, a long-term growth plan that sets forth a vision and a comprehensive road map to guide the City's anticipated growth through the year 2040. The Plan proactively directs significant anticipated growth in new homes and workplaces into transit-accessible, infill growth areas and supports evolution toward a more urban landscape and lifestyle. The San José area is powered by one of the most highly educated and productive populations in the United States. More than 40% of the workforce has a bachelor's degree or higher, compared with 25% nationally. Forty percent of San José residents are foreign born, and 50% speak a language other than English at home. San José is proud of its rich cultural diversity and global connections, and the essential role the City plays in connecting residents and businesses to the nation and the world.

THE CITY GOVERNMENT

The City of San José is a full-service Charter City and operates under a Council-Manager form of government. The City Council consists of ten (10) council members elected by district and a mayor elected at large. The City Manager, who reports to the Council, and his executive team provide strategic leadership that supports the policy-making role of the Mayor and the City Council and motivates and challenges the organization to deliver high quality services that meet the community's needs. Department heads, including the Director of Finance, are appointed by the City Manager with confirmation by the City Council. The City actively engages with members of the community through Council-appointed boards and commissions.

In addition to providing a full range of municipal services including police and fire, San José operates an airport, a municipal water system, a regional wastewater treatment facility, some 200 neighborhood and regional parks, and a library system with 24 branches. The City also oversees convention, cultural, and hospitality facilities that include the San José McEnery Convention Center, Center for the Performing Arts, California Theater, Mexican Heritage Plaza, and the SAP Center San José - home of the National Hockey League San José Sharks.

City operations are supported by 6,544 positions and a total budget of \$4.137 billion (for the 2020-2021 fiscal year). San José is dedicated to maintaining the highest fiscal integrity and earning high credit ratings to ensure the consistent delivery of quality services to the community. Extensive information regarding San José can be found on the City's website at www.sanjoseca.gov.

THE PUBLIC WORKS DEPARTMENT

The Department of Public Works is guided by the City values:

Integrity

Innovation

Respect

Excellence

Collaboration

Celebration

Public Works Mission Statement

To provide excellent service in building a smart and sustainable community, maintaining and managing the City's assets, and serving the animal care needs of the community.

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Public Works is one of the largest Departments in the City of San José with a staff of 628 and an annual operating budget of \$163 million. The Department has a wide range of responsibilities including implementation of Measure S, Measure T, a majority the City's \$3.5 billion 5-year capital budget; right of way capital services; wastewater master planning; animal care and services; engineering review and approval of land development proposals, and management of the City's fleet and facilities assets. The Director's Management Team includes the Assistant Director and five Deputy Directors who oversee Animal Care & Services, City Facilities Maintenance and Operations, Development Services & Inspection/Field Services, Capital Improvement Program (process improvements, Measure T, Airport, City Facilities), Capital Improvement Program (Wastewater Treatment, Transportation & Hydraulic Services).

THE POSITION

The Deputy Director for Wastewater Treatment, Hydraulics and Transportation Capital Project Delivery Services oversees six functional areas: Electrical Engineering, Storm, Roads and Bridges, Sanitary Master Planning, Sanitary Engineering, and construction at the San Jose-Santa Clara Regional Water Facility. The Deputy Director is supported by a team of approximately 100 full time employees who contribute to a highly collaborative, highly productive, family like work environment.

The primary program responsibilities for this position are:

- Lead the integrated Construction Management Team, which is composed of Public Works staff and third-party specialty construction managers/inspectors, to implement the \$1.4 billion Capital Improvement Program for the San Jose-Santa Clara Regional Wastewater Facility
- Lead the master planning, rehabilitation and construction program for the City's sanitary and storm sewer systems (the City's Department of Transportation oversees system maintenance)
- Lead the planning and implementation of Green Stormwater Infrastructure to meet the City's long-term goal of creating healthier environments by managing water runoff
- Lead the design and construction of major public works projects within the public right-of-way, in partnership with the Department of Transportation which handles the majority of the advanced planning and funding responsibilities
- Partner with the Department's other executive staff to lead transformation, training and other process improvement efforts in the City's capital improvement program

Internal Coordination

The Department currently has two Deputy Director positions that focus on capital project delivery. The other Deputy Director position is currently filled and its focus areas are:

- Oversight over the capital improvement program's process improvement and training programs
- Program oversight, planning, design and construction for projects within the \$650 Million 2018 Measure T bond measure;
- Partnership for project delivery at the San Jose International Airport;
- Project design and construction for city facility projects such as parks, libraries, community centers, cultural centers and other city buildings.

The Capital Improvement Program Deputy Directors work collaboratively to ensure successful outcomes, focusing on the following overarching areas:

- Ensure a strong partnership with executive team members in Public Works and partner departments
- Ensure that the City's infrastructure is built in partnership with the community; this includes, but is not limited to, promoting and creating opportunities for small and local businesses to participate in public works projects
- Ensure that Public Works project delivery staff have the proper training and tools to deliver projects in our community
- Ensure strong partnerships with other city departments in the delivery of the City's \$3.3 billion 5-year capital improvement program
- Provide Executive Leadership to the Citywide Capital Improvement Program. The latest Status Report can be found at: <https://www.sanjoseca.gov/home/showdocument?id=45644>
- Plan, direct, counsel, provide guidelines and track progress of the CIP Program toward the achievement of City and Departmental goals and objectives
- Work closely with other divisions and departments within the City to ensure the Department provides excellent customer service and partners with them in delivering services to residents
- Take responsibility for enhancing the Department's services by working successfully with City staff, elected officials, other stakeholders, and the public, using the City values as a guide
- Create and support new concepts and innovations to improve operations and service delivery
- Represent the Department in City Council and Committee meetings, community meetings, and intergovernmental and internal meetings as needed

THE IDEAL CANDIDATE

The ideal candidate is a self-starter and collaborative process improvement leader with a strong engineering background. They are an effective and empathetic communicator who is skilled at building positive relationships. They take a collaborative approach when working with stakeholders inside and outside the City yet can hold their own and represent the department's interests when engaging with strong personalities.

The best-qualified candidate is a mentor who is committed to workforce development. They empower their employees, support their professional development, and recognize their achievements.

The successful candidate will be someone who appreciates San José's diversity and wants to make a positive impact on the community.

Previous experience working in a large, complex government agency will be an asset but is not required.

Experience in the delivery of design-build projects will be an asset but is not required.

Previous experience working in a large, complex scale wastewater treatment construction will be an asset but is not required.

Required Education and Experience:

Successful completion of advanced course work from an accredited four-year college or university in civil, mechanical, or electrical engineering; architecture or landscape architecture; business, public administration; or related field; AND six (6) years of experience in senior level administrative and/or analytical work in a public or private agency. Experience managing a work unit equivalent to a major division within a city operating department is desirable.

Possession of a valid Certificate of Registration as a Civil Engineer issued by the California Board of Registration for Civil and Professional Engineers may be required.

Employment Eligibility:

Federal law requires all employees to provide verification of their eligibility to work in this county. Please be informed that the City of San José will NOT sponsor, represent, or sign any documents related to visa applications/transfers for H1-B or any other type of visa which requires an employee application.

COMPENSATION & BENEFITS

The annual salary range for this position is \$124,012.20 - \$193,173.37. The actual salary shall be determined by the final candidate's qualifications and experience. In addition to the starting salary, employees in the Management classification receive approximately five percent (5%) ongoing non-pensionable compensation. The City also provides an array of benefits to its employees, including:

- Retirement – Competitive defined benefit retirement plan with full reciprocity with CalPERS; defined contribution plan available as an option
- Health Insurance – The City contributes 85% towards the premium of the lowest cost nondeductible HMO plan; there are several options
- Dental Insurance – The City contributes 100% of the premium of the lowest priced plan for dental coverage
- Personal Time – Vacation is accrued initially at the rate of three weeks per year with amounts increasing up to five weeks after 15 years of service; Executive Leave of 40 hours is granted annually; Sick Leave is accrued at the rate of 8 hours per month
- Holidays – The City observes 14 paid holidays annually
- Deferred Compensation – the City offers an optional 457 Plan
- Flexible Spending Accounts – The City participates in Dependent Care Assistance and Medical Reimbursement Programs
- Insurance – The City provides a term life policy equal to two times annual salary. Long-term disability and AD&D plans are optional
- Employee Assistance Program – The City provides a comprehensive range of services through the EAP

For more information on employee benefits, visit the City's benefits website: <https://www.sanjoseca.gov/your-government/departments/human-resources/benefits>

HOW TO APPLY

Please **apply on-line** by **June 25, 2021**, at www.alliancerc.com. For questions and inquiries, please contact: Cindy Krebs, ckrebs@alliancerc.com, or Sherrill Uyeda, suyeda@alliancerc.com.

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La Palma, CA 90623

Telephone: (562) 901-0769

Successful completion of a thorough background investigation prior to employment is required. The City of San José is an equal opportunity employer encouraging workforce diversity.