



**DEPUTY DIRECTOR
CAPITAL IMPROVEMENT PROGRAM
CITY OF SAN JOSÉ, CA**

Recruitment Services Provided By





The City of San José

Known as the “Capital of Silicon Valley,” 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 12th 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’s quality of life is unsurpassed. Surrounded by the Diablo and Santa Cruz mountain ranges and enjoying an average of 300 days of sunshine a year, residents have easy access to the beaches along the California coast including Santa Cruz, Monterey, and Carmel-by-the-Sea; Yosemite and Lake Tahoe in the Sierra Nevada; local and Napa Valley wine country, and the rich cultural and recreational life of the entire Bay region.

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 19 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.

The City Government

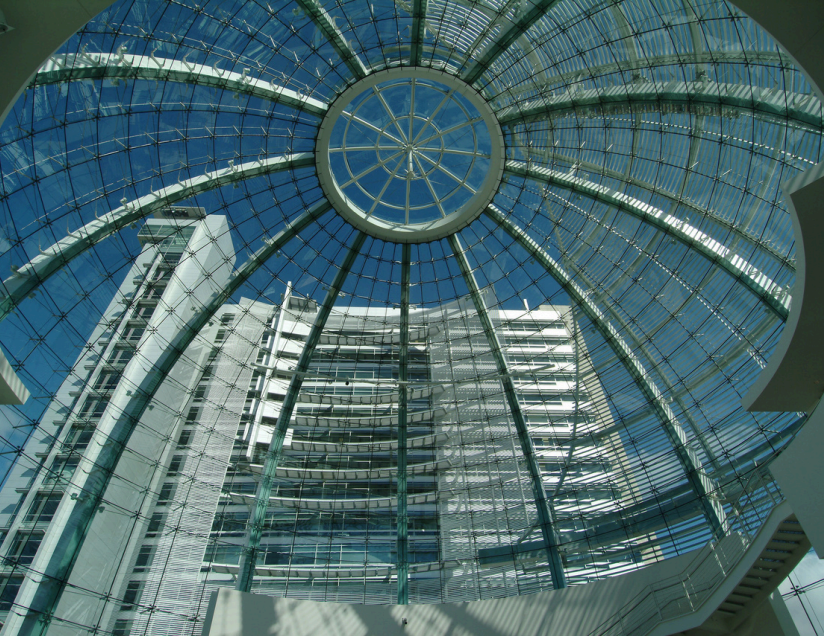
The City of San José is a full-service Charter City and operates under a Council-Manager form of government. The City Council consists of ten (10) council members elected by district and a mayor elected at large. The City Manager, who reports to the Council, and her executive team provide strategic leadership 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.

The City's priorities are guided by four City Council Focus Areas which bring greater organizational emphasis, resource prioritization, and regular governance-level reporting to make notable progress on a limited number of strategic areas impacting the community. The current City Council Focus Areas are Increasing Community Safety, Reducing Unsheltered Homelessness, Cleaning up Our Neighborhoods, and Attracting Investment in Jobs and Housing.

In addition to providing a full range of municipal services including police and fire, San José operates an international 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 6,994 full-time equivalent positions and a total operating and capital budget of \$6.1 billion (for the 2024-25 fiscal year). San José is dedicated to maintaining the highest fiscal integrity and maintaining its consistently 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 website at www.sanjoseca.gov.





The Public Works Department

The Public Works Department's mission is to provide excellent service in building a smart and sustainable community, maintaining and managing city assets, and serving the animal care needs of the community.

The Department provides six core services:

- **Animal Care Services** – Promote and protect the health, safety and welfare of animals and people in the City of San Jose
- **Facilities Management** – Provide safe, efficient, comfortable, attractive, and functional buildings and facilities
- **Fleet and Equipment Services** – Manage operations which provide a safe and reliable fleet of vehicles and equipment.
- **Plan, Design, and Construct Public Facilities and Infrastructure** – Plan, design, and construct public facilities and infrastructure, Materials Testing Laboratory, and Surveying Services
- **Regulate/Facilitate Private Development** – Review private development to ensure that new development contributes to the safety and welfare of the residents as well as the City's economic development
- **Strategic Support** – Infrastructure and Mapping, Financial and Contractual Administration, Technology Services, Equality Assurance, Human Resources, and Emergency Response and Recovery

Public Works is one of the largest Departments in the City of San José with a staff of 660 and an annual operating budget of \$230 million. The Public Works Director's Management Team includes an Assistant Director and five Deputy Directors with responsibilities for these services.

For more detailed information, please visit [San Jose Public Works](#).



The Opportunity

The Capital Improvement Program Deputy Directors report to the Director and Assistant Director of Public Works. The two Deputy Director positions primarily focus on capital delivery (“CIP Deputy Directors”). The CIP Deputy Directors provide leadership and direction to the services and functions in various divisions they oversee.

The primary responsibilities at this time are broken into two functional areas of responsibility. One leads the teams responsible for the following areas: Electrical Engineering, Storm and Sanitary Engineering, Roads and Bridges, Storm and Sanitary Master Planning, and construction management at the San Jose-Santa Clara Regional Water Facility. The other position is focused on the oversight of the \$650 Million Measure T bond projects and project design and construction of city facility projects including the airport, parks, libraries and other city buildings.

The CIP Deputy Directors are supported by two teams of approximately 140 full time employees (total) who contribute to a highly collaborative, highly productive, family like work environment. Since the Department has two deputy director positions overseeing the CIP program, the responsibilities may shift depending on skills, interests, and priorities.

In addition, the responsibilities of the CIP Deputy Directors include but are not limited to:

- 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
- Oversee and partner with the Department’s other executive staff to lead transformation, training and other process improvement efforts in the City’s capital improvement program
- 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 positions are open due to the retirement of the prior incumbents.

The Ideal Candidate

The City of San José's Department of Public Works is a high-energy, collaborative team dedicated to excellence and community service. It prides itself on being a responsive partner to its residents, consistently raising the bar for municipal performance each year.

The Department is seeking two CIP Deputy Directors who is a self-starter, has a strong engineering background and is a proven leader in construction management. The ideal candidate will bring deep expertise in budget oversight and public procurement, contracting methods and compliance requirements to drive the City's most vital CIP projects forward. The ideal candidate will also bring a proven track record of managing high-profile construction developments from inception to completion.

The next Deputy Director-Capital Improvement Program will be someone who:

- Communicates effectively and empathetically, is skilled at building positive relationships, and fosters a collaborative and open environment.
- Leads with purpose, builds trust, mentors staff and develops future leaders within their teams.
- Empowers their employees, supports their professional development, and recognizes their achievements.
- Maintains a sharp focus on budgets and fiscal responsibility.
- Partners with teams within the Department, other City departments and external agencies.

The next Deputy Director will be an open and engaging partner who finds purpose in mission-driven work. They will have a commitment to public service and a consistent record of fairness, professionalism and integrity. They will embrace the chance to shape the City's future, specifically by investing time in coaching and empowering the Department's rising talent.

Previous experience working in a large, complex government agency and/or experience managing construction projects in a large, complex scale wastewater treatment will be an asset but is not required.

Education, Experience and Certifications

Minimum qualifications are:

- Any combination equivalent to successful completion of advanced course work from an accredited college or university in engineering or related field; and six (6) years of increasingly responsible experience in senior level administrative and/or analytic 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 license authorizing operation of a motor vehicle in California.
- It is highly desirable that candidates have registration as a Professional Engineer for the State of California.



Compensation

The salary range is currently \$161,513 to \$260,737; placement within this range will be dependent upon the qualifications and experience of the individual selected. This salary includes an approximate five percent (5%) ongoing non-pensionable compensation.

The City of San Jose offers a wide range of core health benefits including Medical, Dental, Vision, Employee Assistance Program, Life Insurance, Disability, and Savings Plans. Please visit the City's [benefits page](#) for detailed information on coverage, cost, and dependent coverage.

For information on the City's Retirement Plan (pension for full-time employees), please visit the Office of Retirement Services [website](#).

In addition to the benefits above, there is an [additional perks site](#) to explore further benefits of working for the City of San Jose like paid leave, educational reimbursements, and holiday pay are specific to the job classification and union membership.

How to Apply

Please apply **on-line** by **May 5, 2026** at

<https://www.alliancerc.com/searches/current-recruitments/deputy-director-capital-improvement-program-san-jose/>

The anticipated date for the City's first round interviews are targeted for the week of **May 18, 2026**. For questions, inquiries or candidate recommendations, please contact:

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