DIRECTOR – PUBLIC WORKS
$124,410 - $161,564
THE POSITION

This is an exciting opportunity to create and lead a new department within the City of Bend. The Public Works Director will oversee the operations, projects and programs of the three departments that provide water/sewer services, transportation & mobility services and infrastructure capital improvement projects. Currently, the Utility, Streets & Operations and the Engineering & Infrastructure Planning Departments provide public works services for Bend. The City of Bend is looking to recruit an experienced public works leader to guide the re-organization of these three departments into one Public Works team.

The PublicWorks Director will work closely with the City’s Chief Operations Officer and the current directors of the three above mentioned departments to consolidate the group around a common public works vision, finding efficiencies in service delivery, planning and administrative support. It is likely this director will lead the efforts for the City’s planned Public Works campus to be constructed on City owned property in the next 3 – 5 years.

Bend is the fastest growing city on the west coast. The constant growth of the city challenges our ability to maintain infrastructure concurrence as that growth occurs. The City Council has invested hundreds of millions of dollars to provide needed infrastructure during the past decade. Bend has invested roughly $75 million in its potable water system, $140 million in its sewer system and just recently, due to the Coronavirus, the City Council pulled a $190 million transportation general obligation bond from the May 2020 ballot. A similar package will likely be considered again in the near future for an upcoming ballot.

The new Public Works Director brings enthusiasm in exploring and trying new approaches to infrastructure services without losing sight of the long term costs of infrastructure maintenance. Further, this leader doesn’t flinch at large projects with a mix of public support, concern and downright opposition. We rely heavily on public engagement as we plan and implement infrastructure projects. This new Director must be a great communicator and be able to work with all community members in a productive fashion. Further, great communication with the Public Works staff is imperative as we build a positive culture within the new department.

- Engineering & Infrastructure Planning. This team of engineers and support staff builds our Capital Improvement Projects – sewer, water, storm & transportation.

- Transportation & Mobility. This team manages the transportation system in Bend. The focus is on streets maintenance, transportation engineering, mobility programs and items like parking.

- Utility. This team manages the sewer, water and stormwater infrastructure for the city. Further, this team operates the water filtration facility, water reclamation facility, water laboratory and programs such as water conservation, industrial pretreatment and others.

- Administration. Currently, each department has administrative support. The new department has the ability to combine talents and find efficiencies in providing administrative support to the entire Public Works team.

The Public Works Director is an important member of the senior management team that works closely to solve problems and implement new programs. The ability to work as a member of a team is key to success for this position.

The City of Bend is committed to fostering, cultivating and preserving a culture of diversity and inclusion. At the City of Bend, we don’t just accept differences; we value them. We are proud to be an Equal Opportunity Employer and support the Americans with Disabilities Amendments Act (ADAAA) and the Oregon Equal Pay Act.
IDEAL CANDIDATE PROFILE

The ideal candidate is a visionary leader focused on creating a Public Works team aligned around common goals relating to public service and a positive culture. Further, the ideal candidate recognizes the unique opportunity to combine three strong teams into a stronger unit that benefits from leveraging strengths of the various divisions and finding efficiencies in service delivery. The public works industry will change dramatically in the next 20 years as technology continues to drive innovation – the ideal candidate is motivated by innovation and trying new techniques to better serve our growing community and to motivate an outstanding team. Further, as things move quickly in Bend, this leader needs to be able to execute in a timely fashion on a number of fronts to meet City Council and community expectations.

This position requires a team player who can work productively with all members of the city team, City Council, advisory boards and other stakeholders. This position interacts with the public routinely. The ability to effectively communicate and work with difficult members of the community is a must. The City of Bend operations departments work closely as a team – the ideal candidate thrives in a team environment and works well with others to improve processes and projects.

COMPETENCIES

Candidates must demonstrate knowledge and skill in:
- Principles and practices for effective management strategies and programs.
- Technical aspect of the various programs associated with public works services.
- Governmental procurement principles and practices, competitive bidding requirements.
- Contract administration and maintenance principles and practices; applicable Federal, State, and local laws, rules, regulations, and codes with special emphasis on those associated with the American Disabilities Act (ADA).

CRITICAL FUNCTIONS, DUTIES AND RESPONSIBILITIES INCLUDE:
- Leads the development and implementation of the Public Works department goals, objectives and priorities, including establishing work plans, monitoring progress and project managing multi-program initiatives.
- Directs and participates in the development of short and long-range programs and operational plans for each division within the Public Works Department; approves modifications of plans and monitors progress in fulfilling goals and objectives.
- Serves as a liaison between the Public Works department and other City departments and outside agencies; maintains high-level contact with others across the organization with others in key positions, including areas within the community, government, business leaders, media and dignitaries.
- Prepares and makes presentations to City Council, advisory committees, community groups, other agencies and news media on issues relating to department responsibilities.
- Responsible for developing and administering recommended budget; takes the lead on establishing and monitoring against the department budget, including reporting and related accounting functions.
- Coordinates and responds to emergency situations, after-hours calls, or special requests as needed; serves as a member of the Emergency Operations Center (EOC) staff in the event of EOC activation.

WE SERVE BEND RESIDENTS SO THEY CAN TAKE CARE OF THEIR LIVES, FAMILIES AND JOBS.
BEND COMMUNITY

Near the geographic center of the state, Bend, Oregon, covers roughly 37 square miles and sits at an elevation of 3,625 feet. Bend has been and will continue to be among the fastest growing cities in the nation. This is a result of a variety of factors but the unique lifestyle continues to draw new residents – Bend’s population just surpassed 100,000.

Surrounded by unmatched natural beauty in Mt. Bachelor, Three Sisters Wilderness, Broken Top Mountain, Smith Rock State Park, Mt. Jefferson, Mt. Washington Wilderness and Cascade Lakes, year-round outdoor recreation abounds. Whether it’s skiing, snowboarding, snowmobiling, snowshoeing, mountain biking, fishing, hiking, rock climbing, white-water rafting or golf, residents love the outdoor life that Bend affords them.

When it comes to entertainment, Bend has far more than just outdoor recreation. With countless art galleries, annual music, art and film festivals, theatrical companies, a world-class amphitheater, movie theaters, unique shops, national clothing chains, world-class dining and nationally recognized breweries, wineries and wine tasting bars, there’s something for every taste and preference. The Bend area is served by the exceptional Bend-La Pine School District, which has 19 elementary schools, 7 middle schools, and 7 high schools in the district. There are also several private schools, Central Oregon Community College and the new Oregon State University-Cascades campus.

COMPENSATION AND BENEFITS

The pay range for this position is $124,410 - $161,564. Benefits include:

- Medical, vision and dental insurance
- City-funded HRA account for medical expenses
- VEBA Program
- Telemedicine Hotline
- Group Basic Term life insurance
- Long-term disability insurance
- 11 Paid holidays
- 15 Vacation days per year
- 12 Days sick leave per year
- Optional 457 deferred compensation program
- Optional Flexible Savings Account
- Optional Dependent Care Savings Account
- Optional additional Life and Accident insurance
- Optional AFLAC emergency/disability insurance
- Optional Air-Ambulance insurance
- Optional additional Life and Accident insurance

The City of Bend participates in the PERS Retirement System. Employees become PERS members after working six full calendar months in a qualifying position requiring at least 600 hours worked per 12-month period. Contributions on the employee’s behalf begin following completion of the six-month waiting period. The City makes “employer” contribution based on the employee’s Tier I, II or OPSRP member status. The City also makes the “employee” member contribution of 6% of salary. For complete PERS program details, visit the website www.oregon.gov/pers.

HOW TO APPLY

Please visit: www.bendoregon.gov or www.governmentjobs.com/careers/bend

The selection process will close Friday July 31, 2020 (7/31/20) @ 12:00 p.m. PST. Applications, resumes and cover letters will only be accepted electronically.

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