

**CITY OF MOUNTAIN VIEW  
CLASS SPECIFICATION**

<b>Position Title:</b> Public Works Director	<b>Job Family:</b>
<b>General Classification:</b> Management	<b>Job Grade:</b>

**Definition:** As the Public Works Director, provide leadership to the Public Works staff to plan, design, review, construct, operate, maintain, and improve the City's infrastructure, facilities, utilities, fleet, property, and equipment.

**Distinguishing Characteristics:** This position serves as a department head for the Public Works Department, to include providing executive leadership for all divisions and programs, including Public Services, Engineering, Transportation, and Business Services.

**Examples of Duties:** Duties may include, but are not limited to, the following:

1. Provides overall leadership and management for the Public Works Department.
2. Ensures that departmental divisions perform effectively by establishing goals, objectives, and policy guidelines and by reviewing performance of divisions and contractors.
3. Manages, directs, and organizes personnel, facilities, and other resources of the department in order to achieve an acceptable level of service.
4. Hires, trains, motivates, and evaluates staff. Assigns work activities, projects, and programs; monitors work flow; and reviews and evaluates work products and methods.
5. Coordinates work of the Department with other City departments, municipalities, and agencies. Often serves as a representative of the City.
6. Keeps City management and City Council properly informed of activities and issues of the Department.
7. Ensures fiscal soundness of the Department by developing, justifying, and administering the Department's capital and operating budgets, including analyzing expenses and establishing rates and fees.
8. Analyzes, plans, and implements improvements in performance of public works operations, including labor pooling, work scheduling, work analysis, equipment utilization, contracting, new technologies, and innovative financing.

9. Serves on various Citywide committees.
10. Prepares for, directs, and participates in staff presentations at Council meetings.
11. Coordinates with other departments the operational impacts of other department projects and activities.
12. Performs other related duties as assigned.

**Minimum Qualifications:**

Knowledge of: Organizational leadership and management and staff development; current principles, methods, practices, and issues related to public works management; principles and practices necessary to ensure loss prevention and employee safety; principles and practices of strategic planning; municipal government structure and management; pertinent Federal, State, and local laws and practices related to utilities operations; municipal budgeting procedures and techniques; principles and practices of supervision, training, and personnel management; and principles of business correspondence and report writing.

Ability to: Lead and manage; develop and implement public programs, projects, and procedures; communicate clearly and concisely, both orally and in writing; plan, organize, and direct a public works department; interpret and explain departmental policies and procedures; select, train, supervise, and evaluate departmental staff; coordinate and represent public works operations, programs, and policies with Council, commissions, management, staff, businesses, and the community; develop, prepare, and administer a departmental budget; and establish and maintain effective working relationships with those contacted in the course of work.

**Experience and Training Guidelines:** A combination of relevant experience, education, and training that will satisfy the required minimum qualifications, knowledge, and abilities.

Recommended: Equivalent to completion of a bachelor's degree in engineering, public administration, or a related field and five years of increasingly responsible experience in the management of public works operations and capital improvements, three years of which must have been at a supervisory or management level. Completion of a master's degree in engineering, business

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administration, or a related field and possession of a California Certificate of Registration as a professional engineer are highly desirable.

**Required Licenses or Certificates:** Valid California driver's license.

Established: February 1980

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HRD/CLASS SPECS  
Public Works Director