



Director of Public Works City of Annapolis



The City of Annapolis is looking for its next Director of Public Works. The incumbent, after nine years as the Director, will become City Manager in February 2020, and YOU could be the next leader of the department!

About the City of Annapolis

Annapolis is the capital of the state of Maryland, as well as the county seat of Anne Arundel County. Situated on the Chesapeake Bay at the mouth of the Severn River, 25 miles south of Baltimore and about 30 miles east of Washington, D.C., Annapolis is part of the Baltimore–Washington metropolitan area. Its population was measured at 38,394 by the 2010 census.

This “America’s Sailing Capital” is truly the crown jewel of the Chesapeake Bay. Known for the elite U.S. Naval Academy, the United States Sailboat Show, and its historic Maryland State House, Annapolis is also home to charming, brick streets lined with one-of-a-kind shops and restaurants. It is one of the most walkable cities in the country and consistently is named one of the top places in America to live. Downtown Annapolis is famous for its historic inns and scenic streets, but along those streets are some of the finest restaurants Maryland has to offer.

“Naptown” is influenced by the military and collegiate traditions that come with having a major military and world class academic institution within the city boundaries. From Commissioning Week, to home sporting events including Navy football, to class reunions that sprinkle the weekends throughout the calendar, Annapolis is never too far from Navy’s influence.

Although known for sailing, Annapolis has a significant maritime history with power boats and fishing vessels. Annapolis provides access not only to the Chesapeake, but also to a wealth of rivers, creeks and inland bays ripe for exploring by kayak, canoe or stand-up paddleboard.

City Government

The City is governed by a City Council comprised of the Mayor and eight Alderpersons, each of who represents one of the eight wards in the city. The Mayor is elected citywide and may serve no more than two consecutive terms. The Alderpersons are elected by ward and have no term limits. Elections are held in the year following the presidential election year. The City employs over 600 employees, with a total annual operating budget of \$140 million.





The Position

The Director of Public Works is a highly responsible, at-will position responsible for the department’s 108 employees, \$21 million annual budget, and five operating divisions. The Director reports to the City Manager. The department provides comprehensive services to city residents, businesses and internal customers. Responsibilities include capital project engineering and construction, City facilities maintenance and repair, City fleet management, sewer collection, snow removal, solid waste and recycling collection, storm water management, street maintenance, and potable water production and distribution.

Ideal Candidate Profile

The next Director will come to the position having already held key positions in similar or progressively larger organizations. A seasoned professional engineer, the Director will be well-rounded in multiple areas of public works management, with the ability to comfortably change focus among the individual areas of public works as the needs of the department fluctuate over time. The individual must be politically astute and capable of presenting complex issues and policies to the City Council and effectively engaging with the general public. The new Director will have mastered the fundamentals of management, including performance management, staff development, communication, negotiation, and delegation. They will be willing to take on challenging projects with a “can do” attitude, and are open to change. The breadth of their background allows them to bridge differences of opinion and reach collaborative consensus.

Education, Experience, And Credentials

The director of public works shall be appointed on the basis of his knowledge and experience in civil and sanitary engineering works of which at least five (5) years shall have been in an executive or supervisory capacity. The director shall have a degree in civil, mechanical or sanitary engineering and shall be a registered professional engineer in the State of Maryland or shall, at the time of appointment, be a registered professional engineer in another state of the United States and, within eighteen (18) months of the date of appointment, become a registered professional engineer in the State of Maryland.

Compensation

The salary range for this position is between \$98,425 - \$165,923 and is negotiable based on education and experience. A full City of Annapolis benefits package is also available, which includes:

- Medical, Rx, dental, and vision insurance
- Retirement (Maryland State Retirement Plan) and VEBA (employer contribution to retiree medical benefit)
- Generous vacation, personal, and sick leave benefits plus 11 paid holidays annually
- 401(a) with employer contribution
- 457 Plans, tax deferred
- Life Insurance (basic at employer cost and option of supplemental for employee, spouse and minor children)
- Flexible Spending Account (health and dependent care costs)
- Employee Assistance Program

Application and Selection Procedure

This position is open until filled. To be considered for this exceptional career opportunity, submit your compelling resume and cover letter by the first resume review date of Monday, March 2, 2020. Your resume should reflect years and months of employment, including beginning/ending dates as well as size of staff and budgets you have managed. Please go to the City's website to submit your application:

<https://www.annapolis.gov/237/Jobs-with-the-City>

Please send your resume and cover letter to pwdirectorapplicant@annapolis.gov

