



**City of Annapolis**  
**Office of Human Resources**  
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· 410-263-7998 · Fax 410-295-7999 · Deaf, hard of hearing or speech disability – Use MD Relay or 711

## Position Vacancy Announcement

### Internal and External Applicants

Position	Director of Public Works	Opening date	May 3, 2022
Department	Public Works	Closing date	Open until filled
Salary range	\$104,419	\$176,028 (A20)	

### The Position

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

### Ideal Candidate Profile

The next Director will come to the position having already held key positions in similar 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 change over time. The individual must be apolitical but politically astute, 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. He/she will be willing to take on challenging projects with a "can do" attitude, and remain open to change. The breadth of his/her background allows them to bridge differences of opinion and reach collaborative consensus.

### Education, Experience and Credentials

Graduation from a four-year ABET accredited college or university with a degree in engineering, and at least five years of experience in public works management and engineering in an executive, managerial or supervisory capacity. Registered as a professional engineer in the State of Maryland, or in another state of the United States with the ability, within six (6) months of hire, to become a registered professional engineer in the State of Maryland. An advanced degree in Engineering or Public Administration is highly desirable.

## Compensation

The salary range for this position is between \$104,419 - \$176,028, and is negotiable based on education and experience. A full City of Annapolis benefits package is available, which includes:

- Medical, prescription, dental, and vision insurance
- Retirement (1.5% at 65 with 10 year vesting for new employees)
- Generous vacation, sick leave, and disability income benefits
- 12 paid holidays annually
- 401(a) and 457 Plans
- Life insurance including supplemental life insurance
- Flexible Spending Account
- 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, June 27, 2022. 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>  
A completed application may instead be mailed to and received by the City of Annapolis Office of Human Resources by the closing date. Or you may email, request and return a completed application to HR@annapolis.gov.

All qualified applicants will receive consideration for employment, without any consideration of political or religious affiliation or belief, race, color, sex, age, family status, national origin, marital status, disability, veteran status, genetic information, sexual orientation, or gender identity. The City of Annapolis is an Equal Employment Opportunity/ADA Compliant Employer.