PUBLIC WORKS DIRECTOR
BREVARD COUNTY, FLORIDA

EXECUTIVE SEARCH PROVIDED BY STRATEGIC GOVERNMENT RESOURCES
Brevard County is located on the east coast of Central Florida just 35 miles east of Orlando, and is home to a number of businesses including Harris, GE, NASA, the Kennedy Space Center, and Port Canaveral, the second-busiest cruise port in the world. With 72 miles of beautiful Atlantic Ocean beaches, and the largest collection of endangered wildlife and plants in the continental United States, Brevard County is known to many residents as the Space Coast for its link with NASA and the Kennedy Space Center (KSC). In addition to the rockets that launch periodically from KSC, plans are underway for a new space craft coined the Orion, a heavy lift rocket that will propel astronauts into the deeper reaches of space. The mission will pave the way for flights with astronauts beginning in the early 2020s, making Brevard County the center of space exploration technology. Orion will be the future of the U.S. space program.

With its tropical weather, cultural activities, educational opportunities, vast recreational options, high-technology industries, and family-friendly atmosphere, Brevard County and the Space Coast offer an exceptional quality of life that residents and visitors enjoy year-round. With a small town feel that caters to the Florida lifestyle, it’s no wonder more than 500,000 people call its 16 municipalities and unincorporated areas home.
GOVERNANCE & ORGANIZATION

The citizens of Brevard County are represented by the Brevard County Commission which is made up of five commissioners elected by district and who establish ordinances and policies for the county. The Commission appoints a County Manager, who serves at the pleasure of the Commission and oversees the day-to-day operations of the organization. The county has approximately 2,400 employees.

ABOUT THE DEPARTMENT

The Brevard County Public Works Department is a large provider of infrastructure services in Brevard County and is responsible for delivering many of the critical services and programs that affect the daily lives of residents. The department’s annual operating budget for FY 2019-2020 is just over $118 million and the department has more than 300 full-time employees.

The Public Works Department is comprised of the following divisions:

- Public Works Administration/Finance
- Road and Bridge Maintenance
- Engineering
- Traffic Operations
- Survey & Mapping
- Facilities
- Right-of-way/Land Acquisitions
ABOUT THE POSITION

Under the administrative direction of the Assistant County Manager, the Public Works Director leads, plans, and coordinates vital infrastructure programs including Surveying, Engineering, Construction Management, Traffic Operations, Land Acquisition, Flood Zones, Road and Bridge, Facilities Maintenance, and Operations.

ESSENTIAL DUTIES

- Directs, coordinates, and supervises the planning, development, and evaluation of the operations and progress of the various Public Works programs.
- Develops plans and procedures to maintain and improve performance standards.
- Meets with elected officials, County management and staff, and other government agencies, as the representative of the County and the Public Works Department, to establish and carry out the County’s public works policies, plans, and objectives.
- Facilitates the accomplishment of the goals and objectives of the Public Works Department by providing, obtaining, or coordinating a variety of management information and services, including directing the planning, design, and preparation of studies to assist in measuring progress towards those goals.
- Directs the gathering of factual and statistical information for use in preparing and administering the annual budgets for each program within the department. Analyzes revenue and expenditures to ensure sound fiscal management, assigns priorities within each program based on organizational needs and budgetary limits, and makes changes and adjustments as necessary.
- Prepares financial and budgetary requests for current and proposed programs, researches various sources of financial assistance, and prepares necessary grant applications.
- Consults periodically with and provides written status reports to the County Manager and Assistant County Manager regarding issues and progress on projects assigned to the department.
- Conducts staff meetings to discuss issues, interpret policy and procedures, and plan operations required to meet adopted County Commission policies.
CHALLENGES AND OPPORTUNITIES

The new Public Works Director will have the opportunity to serve the community by focusing on the following operational challenges:

- Continued development of a roadway asset management system that addresses current and anticipated future cost increases that exceed projected revenue increases.
- Address and identify funding options for developing and growing the capacity of the transportation network, which in time, will result in serious traffic congestion and will impede economic growth in the community.
- Employee recruitment, retention, development, and succession planning.
- Development of a comprehensive pavement management plan.
- Development of a traffic signalization plan.
- Mid and long-term operational planning for the County’s growing Intelligent Transportation System (ITS) to successfully prepare for an efficient road network to meet anticipated future growth.
- Eliminate a road reconstruction backlog and implement a road asset preventative maintenance plan to extend the life of road pavement.
- Design and establish a fully functioning work management system for the department to improve and track efficient use of resources.
- Build upon current efforts to improve succession planning and training in the department to stabilize institutional knowledge and capabilities.
- Develop and enhance positive working relationships with County staff and the development community while maintaining applicable standards.
Brevard County seeks a forward-thinking, innovative Public Works Director to provide sound leadership for the County’s Public Works Department. The ideal candidate will be a steadfastly strategic leader who is able to prioritize and organize the actions and resources to achieve targeted objectives.

The new Public Works Director will be a change agent who recognizes the very real challenges in the field and must be committed to improving service delivery. The new Director will demonstrate a commitment to quality and strive to deliver the best possible results. It will be important for the Director to be aware of new technologies in the field and ensure best practices are being followed.

The Director will uphold the County’s vision of providing high quality services that meet the needs and expectations of elected officials, residents, and the public. A visionary servant leader, the new Director will work diligently to enhance neighbor satisfaction with municipal services by looking for opportunities to improve performance, generate ideas for improving processes, and thoroughly reviewing work. Demonstrated financial and capital improvement budget planning skills and a strong business acumen are essential.

The County desires a thoughtful individual with excellent communication and presentation skills and the ability to communicate effectively, both verbally and in writing, with engineers and non-engineers, and serve as a liaison between internal and external stakeholders. The new Director should be passionate about public service and ideally have some experience in a large local government organization. A candidate who has a technical background, as well as highly developed interpersonal soft skills is strongly desired. The new Director must be diplomatic and tactful as the culture of the department changes and must be willing to adapt and remain calm under pressure. The ideal candidate will lead by example, foster a culture of accountability, and must be comfortable working in a highly engaged community.
THE IDEAL CANDIDATE CONTINUED

The selected individual will be politically astute, but never political, and be able to form independent goals and objectives for the department that will improve service and raise performance above the status quo.

The new Director will be decisive and proactive, and capable of identifying and addressing issues before they disrupt the completion of established work projects and priorities. A deep understanding of the organization's structure and culture will serve as a guide to the new Director. The ideal candidate will be confident in assigning responsibilities for tasks and decisions and setting clear objectives and measures for employees, monitoring progress, and providing feedback regularly.

The Director will build trust with employees, serve as a mentor, and support departmental succession planning initiatives to encourage personal and professional development. Demonstrated experience bringing a diverse, highly skilled public works department together to develop a strong, collaborative working relationships is important.

EDUCATION AND EXPERIENCE

The chosen candidate must have a bachelor’s degree from an accredited college or university in transportation engineering, or a closely related field, and six years of experience as a manager in transportation engineering, civil engineering, public works, or a closely related field. Additional qualifying education or experience which provides the necessary knowledge, skills, or abilities may be substituted one for the other on a year for year basis.

Possession of an active license as a Professional Engineer registered in the State of Florida in accordance with Florida Statute 471 is preferred. If the selected candidate possesses such license, it must be maintained in an active status during the term of employment. In the event of a hurricane, major storm, natural or man-made disaster that may threaten the area, the Public Works Director will be required to perform emergency duties as directed. The selected candidate must possess or obtain prior to employment, a valid Florida Driver’s license and maintain said license during the term of employment.
COMPENSATION AND BENEFITS

Brevard County offers a competitive salary depending on qualifications and experience. The County provides a generous benefits program including health, dental, and life insurance, paid vacation, and sick leave. In addition to the competitive benefits package and salary, the County participates in the Florida Retirement System (FRS). The FRS Pension Plan is a defined benefit plan which guarantees a benefit at retirement if participants meet certain criteria. FRS contributions are pre-funded by the county. The county also offers voluntary participation in a 457 deferred compensation option supplemental retirement system.

APPLICATION PROCESS

Please apply online at: http://bit.ly/SGRCurrentSearches

For more information on this position contact:

Bill Peterson, Senior Vice President
Strategic Government Resources
Bill@GovernmentResource.com
469-450-4442

This position is open until filled. To view the status of this position, please visit: http://bit.ly/SGRCurrentSearches

Brevard County is an Equal Opportunity Employer and values diversity in its workforce. Applicants selected as finalists for this position will be subject to a comprehensive background check.

RESOURCES

www.brevardfl.gov/Government
www.brevardfl.gov/PublicWorks
www.everythingbrevard.com/Government/
BrevardCountyInformation.html

titusville.org/wp-content/uploads/2018/03/fef674cf282cc9a549f19f3d915fcaa411c46b5a.7.pdf