



# DIRECTOR OF PUBLIC WORKS

PUBLIC WORKS DEPARTMENT  
LONGVIEW, TEXAS

Annual Salary:  
\$126,332 – \$170,920 DOE/DOQ



Are you an experienced, solutions-oriented public works professional who excels at leading diverse teams and delivering high-quality infrastructure services? **If so, apply to be Longview's next Director of Public Works!**

We're looking for an exceptional, collaborative leader who is:

- A strong mentor dedicated to developing staff for future leadership roles
- An ethical, transparent communicator who can explain complex technical issues clearly
- A strategic problem-solver committed to operational excellence

"Real East Texas" – read on to learn more about this exciting opportunity to serve a vibrant and growing community!

Executive Recruitment Provided by





## ABOUT THE COMMUNITY

Located in the piney woods of East Texas, Longview blends small-town hospitality with big-city amenities and a forward-thinking vision for the future. Known as the hub of "Real East Texas," Longview offers a warm, family-friendly atmosphere, excellent schools, and a strong sense of civic pride.

The City's 82,000 residents enjoy a high quality of life supported by an affordable cost of living, a thriving economy, and a welcoming community culture. Outdoor enthusiasts will find endless opportunities to explore nearby lakes, parks, and trails for boating, fishing, hiking, and biking. The city also features a dynamic mix of cultural attractions—from the Longview Museum of Fine Arts to live concerts, festivals, and community events that celebrate local heritage and creativity.

Centrally located just a short drive from Dallas-Fort Worth, Shreveport, and Houston, Longview offers convenient access to urban amenities while maintaining its distinctive hometown feel. It's a place where relationships matter, innovation is encouraged, and people genuinely care for one another.



POPULATION  
**82,000**



MEDIAN HOUSEHOLD INCOME  
**\$61,384**



MEDIAN HOME VALUE  
**\$156,300**

AVERAGE MONTHLY RENT:  
**\$950**

History



Tourism



## GOVERNANCE & ORGANIZATION

The City of Longview operates under a Council-Manager form of government. The Mayor is elected at-large, and six City Council Members are elected by district, each serving three-year terms with a limit of three consecutive terms.

**The City provides a full range of municipal services, including:**

- Police and Fire Protection
- Public Works and Utilities
- Parks, Recreation, and Community Services
- Planning, Economic Development, and Finance

# THE JOB

For experienced engineers seeking a truly unique leadership challenge, the City of Longview offers something distinct. This isn't just another Public Works Director role; it's an opportunity to oversee a diverse portfolio covering the full spectrum of municipal infrastructure and operations. Unlike many positions, this role directs traditional engineering functions (streets, traffic, drainage, engineering) as well as utility system engineering and operations (water/sewer), critical city operations (Sanitation, Facilities, Beautification, Compost), plus guides regional transportation planning via the Metropolitan Planning Organization (MPO). It's a rare chance to apply broad expertise across an incredible range of essential city services.

The scale of responsibility here is significant. You'll steward Longview's impressive water resources – three distinct sources and three treatment plants capable of handling 52 million gallons daily, distributed through over 600 miles of water lines. Managing the city's water production and distribution as well as wastewater collection and treatment (treating over 4 billion gallons annually), overseeing nearly 450 miles of roadway, and operating 150 traffic signals also fall under this role. Guiding substantial Capital Improvement Programs, developing strategic operational plans, managing large budgets, and advising City leadership place this position right at the center of Longview's growth and sustainability.

This position requires a dynamic leader adept at navigating the complexities of varied operations - from intricate utility management and large-scale engineering projects to the daily logistics of sanitation and fleet. It's a role perfectly suited for an engineer who thrives on comprehensive oversight, embraces diverse challenges, and wants to make a lasting impact on a community. If managing the full gamut of Public Works functions and leading dedicated teams across multiple disciplines sounds like the right challenge, Longview provides an unparalleled opportunity to shape the infrastructure of a thriving East Texas city.

The Public Works Department is responsible for the City's essential infrastructure and operational services, including engineering, streets, traffic control, water and wastewater systems, drainage, solid waste, fleet, facilities, and the metropolitan planning organization.

Reporting to the City Manager, the Director of Public Works provides strategic leadership, oversees departmental operations and budgets, ensures regulatory compliance, and serves as the principal advisor to the City on all public works programs and initiatives.

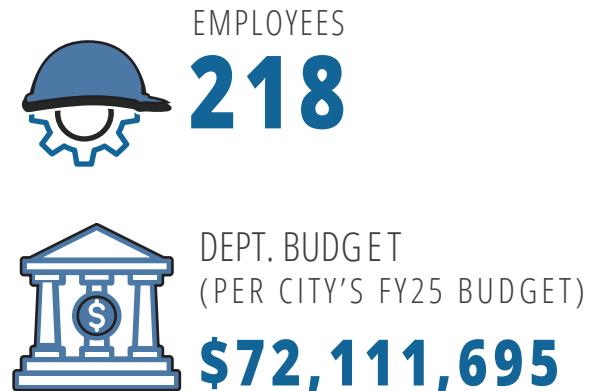
## Key responsibilities include:

- Managing the City's Capital Improvement Program
- Directing public infrastructure planning and maintenance
- Ensuring effective service delivery and operational efficiency
- Mentoring and developing staff
- Communicating technical and policy issues to elected officials and the community



## DIVISIONS WITHIN THE DEPARTMENT:

- ENGINEERING
- STREETS AND TRAFFIC CONTROL
- WATER AND WASTEWATER
- SOLID WASTE
- FLEET AND FACILITIES
- DRAINAGE AND METROPOLITAN PLANNING ORGANIZATION



## KEY PROJECTS FOR 2026

- EVALUATE, RECOMMEND, AND IMPLEMENT A COMPREHENSIVE STREET MAINTENANCE PROGRAM
- DEVELOP AND EXECUTE A SUCCESSION PLAN FOR DEPARTMENT LEADERSHIP AND STAFF DEVELOPMENT
- SUPPORT THE CITY'S CONTINUED INFRASTRUCTURE MODERNIZATION AND CAPITAL INVESTMENT INITIATIVES

[Full Job Description](#)





## IDEAL CANDIDATE

The ideal candidate will be an accomplished public works leader who combines technical expertise with people-centered leadership. They will demonstrate integrity, professionalism, and a commitment to serving the public with excellence.

This individual will be a strong mentor and motivator who develops staff and fosters collaboration across departments. They will be a clear and confident communicator who can translate complex engineering and infrastructure issues into accessible language for both the public and policymakers.

A solutions-oriented leader, the ideal candidate will guide the department toward innovation, efficiency, and long-term sustainability while upholding the City's value of professionalism (accountability, trustworthiness, and integrity).

## EXPERIENCE & QUALIFICATIONS

### REQUIRED:

- Bachelor's degree in Engineering
- Seven (7) years of experience in engineering design, project management, and civil engineering, preferably in the public sector
- Registration as a Professional Engineer (P.E.) in Texas (required within 3 months of hire)
- NIMS ICS Certification (within 6 months of hire)
- Valid Texas Driver's License

### PREFERRED:

- Master's degree in Engineering, Public Administration, or related field
- Experience managing complex municipal infrastructure systems
- Demonstrated success in strategic planning, capital project delivery, and organizational leadership



## SALARY & BENEFITS

**Compensation:** \$126,332 – \$170,920 DOE/DOQ

**Health Benefits:** Comprehensive medical, dental, vision, and life insurance, plus long-term disability, pet insurance, and identity theft protection.

**Paid Leave:** Paid sick and vacation leave, holiday pay, bereavement leave, and FMLA.

**Retirement:** Participation in the Texas Municipal Retirement System (TMRS) with a 7% employee contribution and a 2:1 employer match (14% total).

### Additional Perks:

- City-paid cell phone
- Access to an employee health clinic for employees and dependents on the City's health plan
- Free access to two City-owned fitness facilities
- Opportunities for professional development and leadership growth

The City of Longview offers a stable, team-oriented work environment that values innovation, collaboration, and continuous improvement.

## HOW TO APPLY

[Apply Here](#)



For more information, contact:

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*The City of Longview is an Equal Opportunity Employer and does not discriminate based on race, color, religion, gender, national origin, age, or disability. Applicants selected as finalists for this position will be subject to a comprehensive background check.*