



ASSISTANT DIRECTOR OF PUBLIC WORKS

Public Works Department

Annual Salary:
\$135k to \$160k DOE/DOQ

Waco, Texas

Are you an experienced public works leader who can manage complex infrastructure operations and drive organizational improvement? If so, apply to be the City of Waco's next Assistant Director of Public Works!

We're looking for an exceptional, hands-on leader who is:

- Experienced in public works operations, particularly utilities and maintenance
- Skilled at improving systems, processes, and efficiency
- Comfortable leading large teams and working directly with frontline staff

Waco is "A City to Believe In" - read on to learn more about this opportunity!

ABOUT THE COMMUNITY

Waco, Texas is a vibrant and growing city of more than 140,000 residents, known for its strong sense of community, cultural attractions, and economic vitality. Located along the I-35 corridor between Dallas and Austin, Waco offers a unique blend of small-town charm and big-city amenities.

The city is home to popular destinations such as Magnolia Market at the Silos, Cameron Park Zoo, the Dr Pepper Museum, and the Waco Mammoth National Monument. Outdoor enthusiasts enjoy access to over 60 parks, Lake Waco, and an extensive trail system. Waco also serves as an educational hub with institutions like Baylor University, Texas State Technical College, and McLennan Community College.

Historically a trade and agricultural center, Waco's economy has evolved to include manufacturing, healthcare, higher education, and tourism. The city continues to experience growth while maintaining its welcoming character and high quality of life.

GOVERNANCE & ORGANIZATION

Waco is a home-rule city that operates under a council manager form of government. The City Council is comprised of the Mayor, elected at large, and five members elected from single-member districts, each serving two-year terms.

The City provides a full range of municipal services including Airport, Destination Marketing Organization, Development Services, Economic Development, Fire & Emergency Management, Health Services, Housing, Library, Municipal Court, Neighborhood Engagement, Parks & Recreation, Police, Public Works, Solid Waste, Utilities, and the City-operated Cameron Park Zoo. The City has a strong Financial Management Policy that guides the operation and delivery of quality City services, contributes to excellent AA+ and Aa1 bond ratings, and maintains an unassigned fund balance of 28% of budgeted revenues in the General Fund.



POPULATION

140,000+



MEDIAN HOUSEHOLD INCOME

\$56,548



MEDIAN HOME VALUE

\$228,537

AVERAGE MONTHLY RENT

\$1,254

Tourism



History





ABOUT THE JOB

The Public Works Department delivers essential infrastructure services that support mobility, public health, and quality of life. Key operational areas include Streets, Utilities, and Maintenance.

Reporting to the Director of Public Works, the Assistant Director will:

- Oversee Streets, Utilities, and Maintenance divisions
- Lead operational improvements and modernization efforts
- Implement an electronic work order system
- Strengthen contract and vendor management
- Build strong relationships with superintendents and frontline staff

DEPARTMENT STRUCTURE

Divisions within the department:

- Streets & Traffic
- Utilities (Water & Wastewater)
- Maintenance (Mowing, Landscaping, Irrigation)
- Solid Waste & Landfill (separate reporting structure)

ORGANIZATION QUICKFACTS



EMPLOYEES

306



DEPARTMENT BUDGET

\$86 MILLION

KEY PROJECTS FOR 2026

- Implementation of electronic work order system
- Improving maintenance practices for aging infrastructure
- Enhancing contract management and vendor oversight
- Streamlining operations across divisions

IDEAL CANDIDATE

The ideal candidate will bring strong experience in public works operations, particularly in utilities, streets, and maintenance. They will be hands-on, operationally focused leader who can step into a complex organization and function independently.

This individual will demonstrate strong problem-solving ability, adaptability, and a commitment to continuous improvement. They will be collaborative and grounded in servant leadership, with the ability to engage effectively with frontline staff and leadership alike. A successful candidate will also bring experience improving systems and processes, including leveraging technology, and will be skilled in contract management and vendor oversight.



EXPERIENCE & QUALIFICATIONS

Required:

- Bachelor's degree in Civil Engineering, Public Administration, Environmental Science, or related field
- Five (5) years of progressive leadership experience
- Equivalent combination of education and experience may be considered

Preferred:

- Experience in public works, utilities, or infrastructure maintenance
- Strong background in contract management
- Experience with operational modernization or technology systems

SALARY & BENEFITS

- **Compensation:** \$135k to \$160k DOE/DOQ
- **Health Benefits:** Medical, dental, vision, life, short- and long-term disability
- **Paid Leave:** Vacation and sick leave
- **Retirement:** TMRS (7% employee contribution with 2:1 City match; vested after 5 years); 457(b) available
- **Additional Perks:**
 - Education assistance
 - Flexible spending account (FSA)
 - Access to recreation centers
 - Additional incentives may be offered at hire



HOW TO APPLY

Apply Here



For more information on this position, contact:

Billy Owens, Senior Vice President , Executive Recruitment

billyowens@governmentresource.com | 972-989-3686

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