



# PUBLIC WORKS DIRECTOR

Public Works Department

## Annual Salary:

\$176,216 to \$225,571 DOE/DOQ

Lacey, Washington



Ready to lead with purpose, build strong relationships, and make a lasting impact?

The City of Lacey is looking for a Public Works Director who leads with both head and heart—someone who can bring people together, navigate complexity, and move important work forward.

We're seeking a leader who is:

- A creative problem solver who sees opportunity in challenge
- A connector and collaborator who builds trust across teams and with the community
- A strategic thinker who understands how to align priorities and resources
- A mentor and culture builder who invests in people and long-term success

Join a team committed to service, teamwork, and delivering high-quality outcomes for the Lacey community.

# ABOUT THE COMMUNITY

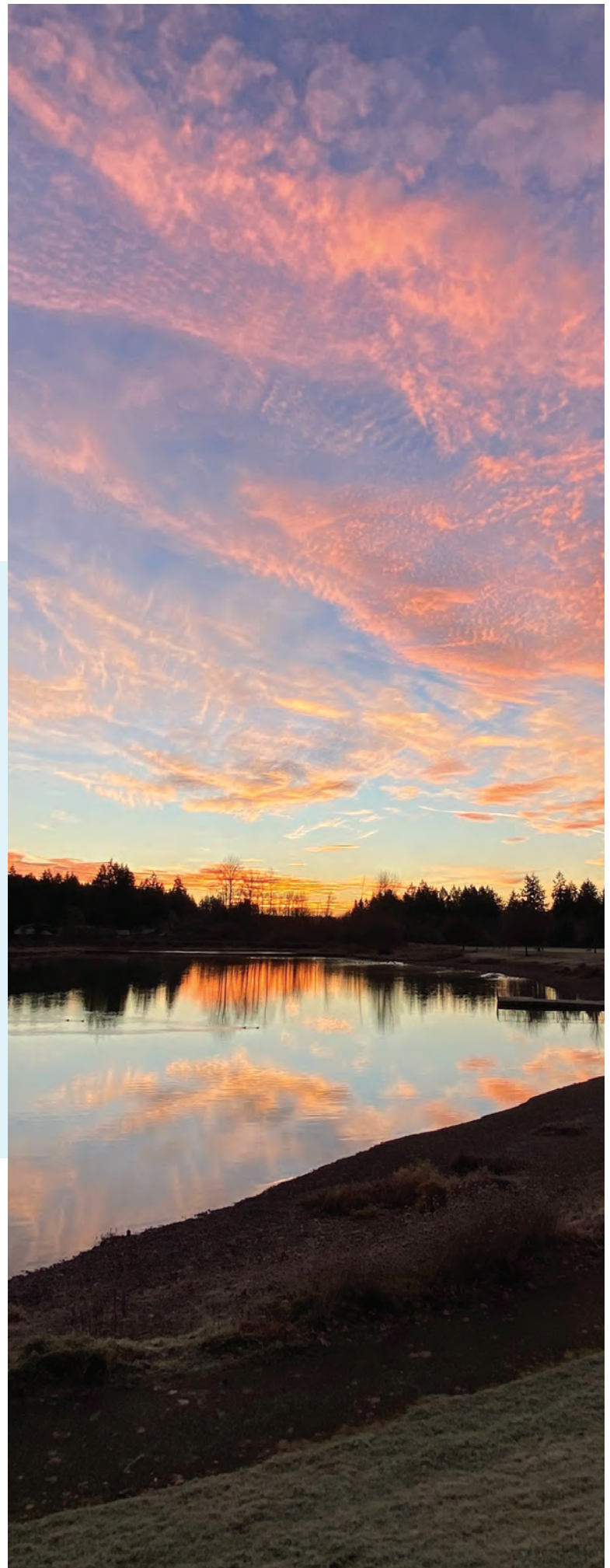
Recognized by Fortune as one of the “50 Best Places to Live for Families” in 2023, the City of Lacey is a community of almost 60,000 residents located at the southern tip of Puget Sound. Incorporated in 1966, Lacey has a bit of something for everyone with first class restaurants, limitless outdoor adventures, ample parks and open space, great entertainment options, a lively business community, and friendly community members. With clean air and water, over 1,263 acres of parks and diverse program offerings, outstanding schools, and a low crime rate, the City of Lacey is one of the most desirable places in the country to live. To learn more about Lacey, please click [HERE](#).

## GOVERNANCE & ORGANIZATION

Lacey is a full service City and operates under a Council Manager form of government with a total budget of \$259,194,986 and a team of 374 FTEs. Lacey voters elect seven City Council members from the community. Council members serve four-year terms, with municipal elections held in November of odd-numbered years. The City Council selects a Mayor and Deputy Mayor to serve as presiding officer during public meetings and events. To learn more about the City's Current Priorities and Work Plan, please click [HERE](#).

## THE CULTURE

Lacey's culture is grounded in service, teamwork, and pride in delivering high-quality outcomes for the community. The City has embraced CliftonStrengths as a foundation for building strong teams and developing leaders at all levels. With a recent employee engagement survey helping to inform future priorities, Lacey is focused on listening, learning, and evolving as an organization. Staff are supported by an involved community and City Council that value responsive, people-centered service.



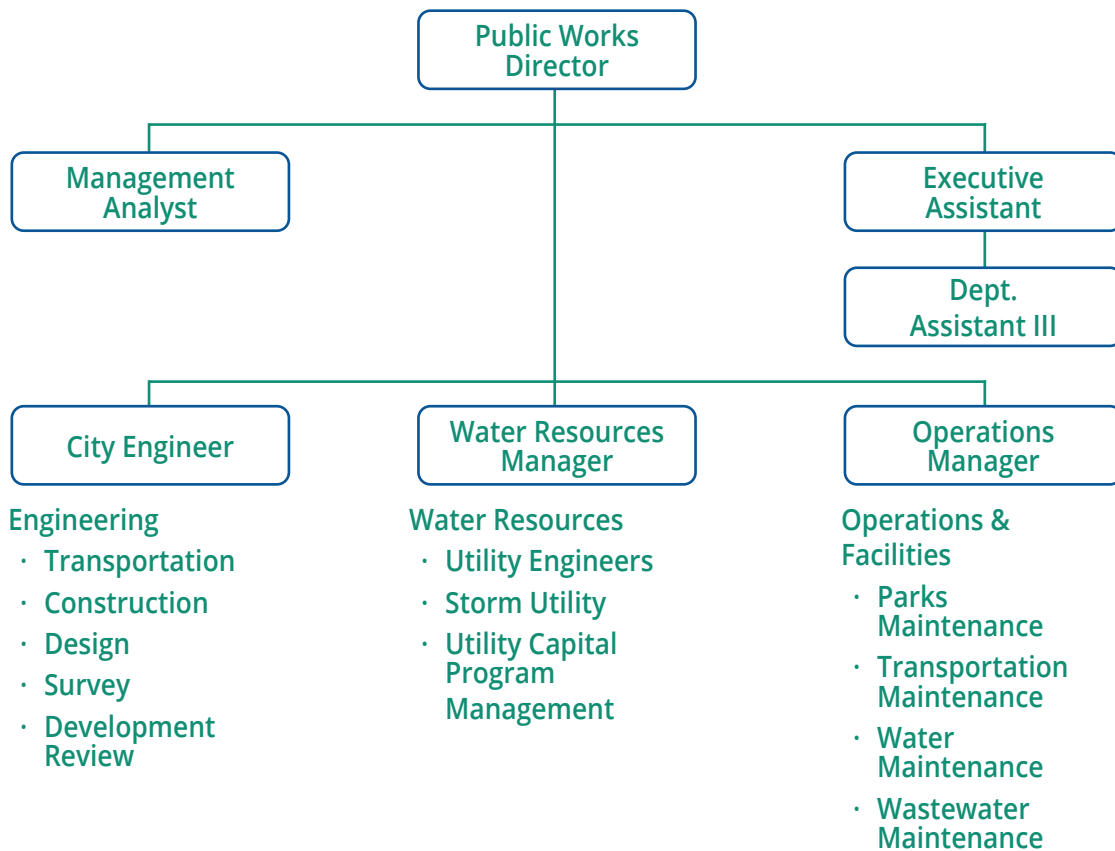
# ABOUT THE JOB

Reporting to the City Manager, Lacey's Public Works Director provides strategic and administrative leadership for a full-service department responsible for transportation systems, utilities, parks maintenance, and capital infrastructure programs. The Director oversees approximately 159 FTEs—including the City's largest represented workforce—and manages an operating budget of \$89.9 million and a capital improvement program of \$87.1 million. This role sets departmental priorities, ensures efficient and compliant service delivery, and aligns Public Works operations with Citywide goals. Key responsibilities include oversight of engineering, water resources, and operations, as well as long-range planning and capital project delivery. The Director serves as a key member of the executive leadership team, advising the City Manager and City Council while fostering cross-department collaboration and regional partnerships. This position also plays a critical role in strengthening organizational culture, developing staff, and ensuring high-performing service to the Lacey community.

[Full Job Description](#)



## THE DEPARTMENT & POSITION



# IDEAL CANDIDATE

The City of Lacey seeks a collaborative, emotionally intelligent leader who brings a modern, solutions-oriented approach to Public Works.

- **Innovative & Solutions-Driven** - Approaches challenges with curiosity and creativity. Skilled at facilitating solutions, aligning stakeholders, and driving progress in a complex, fast-paced environment.
- **Relationship-Focused Leader** - Builds trust through authenticity, listening, and consistent engagement. Leads with emotional intelligence, fostering a culture of respect, accountability, and open communication across teams and departments.
- **Collaborative & Organization-Minded** - Embraces a “one City” mindset, ensuring Public Works priorities align with broader organizational goals. Works effectively with executive leadership, elected officials, and regional partners to advance shared outcomes.
- **Strategic Financial Manager** - Understands how to operate within constrained and changing resources. Brings experience with long-range planning, capital prioritization, and leveraging funding tools such as grants and partnerships.
- **People & Culture Builder** - Invests in developing staff and strengthening leadership at all levels. Balances the department’s strong technical foundation with a focus on mentorship, succession planning, and a positive, adaptive culture.

## PUBLIC WORKS DEPARTMENT



EMPLOYEES

~159



OPERATING BUDGET

\$89.9M

CIP BUDGET

\$87.1M

## UPCOMING PROJECTS

- City Hall-Public Works Operations Space-Needs Study
- Water & Wastewater System Plan Update
- Pedestrian-Bicycle Plan
- Annexation Strategy
- College Street & 7th Intersection Round-About
- Nisqually Tribe-Quiemuth Village Project
- Transportation Benefit District



# KEY PRIORITIES

- **Build Relationships & Alignment** - Establish strong working relationships across Public Works, the executive team, and regional partners. Gain a clear understanding of operations and ensure alignment with Citywide priorities.
- **Strengthen Team & Culture** - Build on the current high-performing, service-driven culture by enhancing communication, accountability, and leadership development. Support succession planning and reinforce a collaborative, adaptable culture.
- **Navigate Fiscal Challenges** - Help guide the department through ongoing budget constraints by prioritizing resources, identifying efficiencies, and leveraging creative funding strategies to sustain service levels.
- **Support Transportation Benefit District Renewal** - Play a key role in advancing the renewal of the TBD sales tax, ensuring clear communication and alignment with City leadership.
- **Development Review Processes** - Evaluate and streamline development review in partnership with the Community & Economic Development team, focusing on efficiency, consistency, and improved customer service through process and technology.
- **Advance Regional Collaboration & Long-Term Planning** - Maintain strong regional partnerships and contribute to long-term infrastructure planning, particularly in areas such as transportation, utilities, and water resources.
- **Shape the Next Generation of Leadership** - Upcoming retirements within key supervisory and management roles present a unique opportunity for the Director to influence the future of the organization. By partnering with their leadership team, the Director will help guide recruitment and selection to ensure alignment with a collaborative, people-focused culture.





## EXPERIENCE & QUALIFICATIONS

### REQUIREMENTS

- Bachelor's Degree in Engineering, Engineering Management, Construction Management, Public Administration or related field and ten (10) years of progressively responsible work experience in Design, Construction, Contract Administration, Operations, Maintenance and/or Public Works Administration including a minimum of five (5) years of supervisory experience. Supervisory experience in a collective bargaining environment is also required.

OR

- Master's Degree in Engineering, Engineering Management, Construction Management, Public Administration or related field and eight (8) years of progressively responsible work experience in Design, Construction, Contract Administration, Operations, Maintenance and/or Public Works Administration including a minimum of five (5) years of supervisory experience. Supervisory experience in a collective bargaining environment is also required.

OR

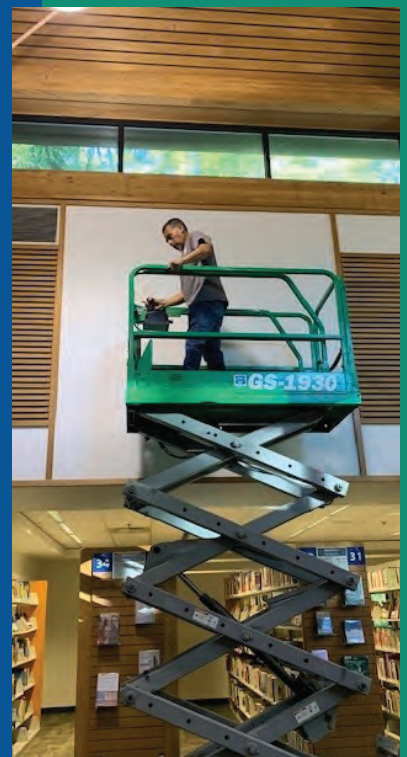
- Equivalent combination of experience, education, and training that provides the required knowledge, skills, and abilities to successfully perform the essential functions of the position may also be considered.

### PREFERRED

- Registration as a professional engineer in the state of Washington or equivalent certification in another state.

# SALARY & BENEFITS

- **Compensation:** The annual salary range for this position is \$176,216 to \$225,571 with starting salary dependent upon experience and qualifications.
- **Flexible/Hybrid Work Schedule:** City policy currently allows for two days of remote work while in probationary period and can increase to three days a week dependent upon operational needs for coverage after probation. Please note that due to the nature of the work performed, the Public Works Director position would be required to attend Council meetings, etc.
- **MEDICAL, DENTAL & VISION:** Medical - Choice of Regence BlueShield (PPO) or Kaiser Permanente (HMO) plans offered through the Association of Washington Cities (AWC) Trust. The City pays 100% of employee's monthly premiums and 90% of qualified dependent/ domestic partner's premiums. Vision and Dental (including Orthodontia.)
- **GENEROUS PAID LEAVE:** Vacation (with rate of accrual eligible for negotiation with City Manager in accordance with City Policy), 11 Paid Holidays, 2 Floating Holidays, 12 Sick Days/ Year.
- **RETIREMENT/PENSION:** Defined Benefit Program through Washington PERS.
- **ADDITIONAL EXECUTIVE BENEFIT:** Employer provides a 2% contribution of your monthly salary pre-tax towards two options: 1) applied to insurance premium amount owed for dependent coverage or invested into a 457 deferred compensation account; OR, 2) a cash disbursement amount applied to your check monthly but the amount is taxed.
- **RELOCATION ASSISTANCE:** Negotiable.
- **OTHER BENEFITS:** Commute Trip Reduction Program, Life Insurance, HRA VEBA, Robust Wellness Program, Employee Assistance Program, Tuition Reimbursement and Public Service Loan Forgiveness (PSLF) Employer.



## HOW TO APPLY

Apply Here



For more information on this position, contact:

**Billy Owens, Senior Vice President**

[billyowens@governmentresource.com](mailto:billyowens@governmentresource.com) | 972-989-3686

*The City of Lacey 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 will be subject to a comprehensive background check.*