

Thornton, Colorado

Engineering and Asset Director



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City Profile

Thornton is the 6th largest city in Colorado and benefits from its proximity to downtown Denver, Denver International Airport, and the foothills of the beautiful Rocky Mountains. Thornton has a current population of just over 153,000 people and is expected to grow by another 90,000 people in the next 30-years. The city offers both established neighborhoods, and newer, affordable homes, creating a safe, sought-after, and active environment with a wide variety of municipal services. Thornton has a very diverse population with a wide range of socio-economic conditions for residents throughout the city.

While early development in Thornton was primarily residential, it has become a destination for primary employers and regional retail. There are three Regional Transportation District commuter rail stations with two additional planned stations further north. Thornton has nearly 1,000 acres of land developed or designated for public parks and trails. Thornton recently opened a new community center with an attached library and a partnership for an innovative nature library. A \$500+ million water project continues at various stages of design and construction to deliver high quality water to Thornton residents and businesses.

Today, Thornton continues moving forward in a responsible manner that strengthens the city's increasing footprint. This includes the city's responsiveness to growth with an ever-growing menu of city services, programs, and capital investments. Our mission is to build a resilient and thriving Thornton by providing vital services that support safety and well-being for our community.



Form of Government

Thornton is a home-rule city operating under the council - manager form of government. The City Council consists of the Mayor who is elected at large, and eight Council Members, two elected from each of the city's four wards. The Mayor and Council each serve four-year terms, and all have an equal vote. The Council enacts ordinances, approves the city budget, and appoints the City Manager, City Attorney, and Municipal Judge. The City Manager administers the daily operations and programs of the city through the department directors, other staff members, and employees. The Engineering and Asset Director reports to the Assistant City Manager.



Department Profile

The City of Thornton began an organizational review in 2025 to identify opportunities to modernize the city's organization structure to enhance decision-making, collaboration, and service delivery while increasing the capacity to address emerging policy and service challenges associated with a growing community. The process included numerous employee interviews, focus groups, staff survey, peer city review, and consultant recommendation that in turn has been refined internally through multiple phases. As a result of the process, the Engineering and Asset Director was created to specifically focus on the city's capital maintenance and asset management needs. A Department of Transportation will handle all elements and maintenance of the right-of-way and a Department of Utilities will handle the water, sewer, and solid waste utility groups. Together, these three departments report to the Assistant City Manager.

Departmental Functions

The Engineering and Asset Director will oversee the following functional areas:

- Capital Project Management (water, sewer, transportation, buildings/facilities, parks)
- Asset Management (real property, fleet, facilities/building maintenance, custodial)

The department structure is still being finalized; however, the director will have several direct reports to manage the functional areas and oversee approximately 70 full-time employees. In the 2026 budget, the department is managing roughly 75 projects totaling \$295,000,000 across all funds.

Key Initiatives of the department include providing excellent customer service and communication to all the departments and the residents impacted by capital projects throughout the city, coordination with related elements in the strategic plan, and anticipation of long-term resiliency of the city's infrastructure and assets.



The Ideal Candidate

Thornton is searching for a leader who has robust experience delivering capital projects and maintaining city assets that serve a variety of stakeholders and interests. They will be a strong communicator, a relationship builder, and able to set up governing principles to deliver capital projects and replacement of assets in a consistent and thoughtful manner.

Essential Functions

Leads, directs, and manages the city's CIP and asset management functions. CIP includes all project management activities to deliver projects from conception to completion for all departments to ensure support and consistency. Manages additional services including asset management for building/facility maintenance, custodial, fleet, and real property.

Implements systems and workflows to ensure consistency across project and asset management functions to provide excellent customer service across all city departments.

Drives short- and long-range planning and maintenance of all capital projects and assets, including fleet, property, and facilities, to ensure sustainable service levels and resilient facilities. Participates on the Capital and Fleet Steering Committees.

Provides robust and meaningful communication to the public regarding city and third-party projects. Ensures transparency and equity through the procurement processes.

Participates in contract negotiations, dispute resolution, and contract enforcement. Contracts and Purchasing approval is handled by the Finance Department.

Ensures thorough coordination and communication with various departments to provide a high level of service for building maintenance, custodial services, and fleet maintenance.

Assesses local needs and updates the strategic plan for the future of the department, the city, and the community. Analyzes problems, identifies alternative solutions, projects consequences of proposed actions, and implements recommendations in support of goals and provide excellent customer service.

Develops and implements the department budget through robust planning and discussion with all other city departments for major capital projects, facility projects, and fleet. Determines levels of staff, equipment and other resources needed to effectively and efficiently provide departmental services and programs. Pursues grant opportunities at the federal, state, and local level.

Education/Experience

Bachelor's degree in Civil Engineering or related field from an accredited college or university; eight years' progressively responsible experience in professional civil engineering, infrastructure construction and maintenance, including five years of supervisory and managerial experience. Equivalent combinations of education and experience may be considered.

Licensing/Certification Requirements

Colorado Professional Engineering License or ability to obtain licensure within six months of hire.

Compensation and Benefits

Salary range of \$182,914 to \$241,446 plus excellent benefits.





Application and Selection Process

[Apply Here](#)



This position will accept applications until August 16th, 2026.

For more information on this position, contact:

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The City of Thornton 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. The selected candidate must pass a preemployment drug screening and/or post-offer physical examination, and secure a valid Driver's License within a reasonable period following appointment.