



PUBLIC WORKS DIRECTOR

Public Works Department

**Anticipated range: \$130,000 –
\$160,000 DOE/DOQ**

Ormond Beach, Florida



The City of Ormond Beach is seeking a strategic, service-driven Public Works leader ready to take charge of complex infrastructure, drive large-scale operations, utilities, and inspire high-performing teams to excellence. **This is your opportunity to make a lasting impact and explore how you can become Ormond Beach's next Public Works Director below!**

We're looking for an exceptional, forward-thinking leader who is:

- Experienced in municipal public works operations, utilities, and infrastructure management
- Skilled in leading diverse teams and managing multiple priorities simultaneously
- Adept at balancing fiscal responsibility with innovative, long-term solutions

Join a high-quality coastal community committed to service excellence, sustainability, and smart growth—read on to learn more about this opportunity!

ABOUT THE COMMUNITY

Ormond Beach is a vibrant coastal community in Volusia County on Florida's east coast, known for its exceptional quality of life, natural beauty, and strong sense of community. Part of the Deltona-Daytona Beach-Ormond Beach metropolitan area, the city has maintained its distinctive small-town charm while benefiting from steady regional growth and economic development.

Situated along the Atlantic Ocean and near major transportation corridors including Interstate 95 and Interstate 4, Ormond Beach offers convenient access to Orlando, Jacksonville, and Daytona Beach. Residents enjoy a wide range of outdoor recreation opportunities including beaches, parks, trails, and water activities. The city is also part of Florida's emerging High-Tech Corridor, supported by nearby space and technology industries.

Historically recognized as the "Birthplace of Speed," Ormond Beach has deep roots in motorsports dating back to the early 1900s. Today, the community blends historic character with modern infrastructure, creating a desirable environment for residents, businesses, and visitors alike.

GOVERNANCE & ORGANIZATION

Ormond Beach operates under a commission-manager form of government. The Mayor is elected at-large, and the City Commission consists of four members elected in non-partisan zone races. The Commission establishes policy, while the City Manager oversees daily operations.

The City provides a full range of services including:

- Public Works
- Utilities (Water, Sewer, Stormwater)
- Parks & Recreation
- Police & Fire
- Community Development



POPULATION

43,073



MEDIAN HOUSEHOLD INCOME

\$69,177



MEDIAN HOME VALUE

\$354,800

AVERAGE MONTHLY RENT

\$1,411



OUR STRATEGIC PLAN

GOALS & VALUES FOR OUR FUTURE

VISION STATEMENT:

"RECOGNIZED AS ONE OF FLORIDA'S MOST ATTRACTIVE, SAFE, FISCALLY RESPONSIBLE, AND DESIRABLE COASTAL COMMUNITIES BY PROTECTING OUR RICH HISTORY, PRESERVING OUR DISTINCTIVE SMALL-TOWN CHARM, AND CULTIVATING NATURAL ENVIRONMENTS, RECREATIONAL SPACES, AND ECONOMIC OPPORTUNITIES."

MISSION STATEMENT:

"DELIVERING EXCEPTIONALLY RESPONSIVE CITY SERVICES TO OUR RESIDENTS, BUSINESSES, AND VISITORS THAT FOSTERS A WELCOMING AND PROSPEROUS ENVIRONMENT AND CREATES THE HIGHEST QUALITY OF LIFE FOR CURRENT AND FUTURE GENERATIONS."

ORGANIZATIONAL VALUES:

Integrity: We hold ourselves accountable to the highest ethical standards in all aspects of work.

Customer Service: We deliver exceptional customer service through professional engagement and compassion for those we serve.

Resilient: We strive for preparedness in emergency planning, assessing future needs, and preserving natural resources by incorporating sustainability and resilience in the design and operation of our facilities, infrastructure, programs, services, and development standards.

Transparency: We are committed to building and maintaining trust in one another and with our community through continued public engagement and open communication.

Responsive: We prioritize delivering timely, thoughtful service that reflects the needs of those who live, work, and visit Ormond Beach.

Innovative: We continuously seek new ideas and better ways to serve our community by balancing fiscal responsibility with forward-thinking solutions that strengthen Ormond Beach for generations to come.

Empowerment: We foster a culture of trust and accountability where every employee is encouraged to lead, collaborate, and find smart, community-first solutions that deliver meaningful results



ABOUT THE JOB

Working under the direction of the City Manager, the Public Works Director serves on the City’s senior leadership team, with primary responsibility for the operation, administration, and overall performance of the Public Works Department. The Director must exercise considerable autonomy, independent judgment, and technical expertise in managing all aspects of the Department including Water, Wastewater Collections, Reclaimed Water, Solid Waste, Stormwater, Streets, and Fleet Maintenance.

A summary of the position’s duties and responsibilities include:

- Ensures that the City’s infrastructure is maintained through appropriate planning and evaluation of City resources and facilities; develops long-term staffing and facility plans to support projected service needs.
- Plans and directs all Public Works Department operations, facilities, and personnel in water and sewer utilities, stormwater, streets, and fleet maintenance.
- Coordinate with stakeholders including residents, developers, City leadership, and external agencies.
- Lead emergency response planning and coordination for natural and manmade events.
- Addresses complex resident inquiries regarding public works services and issues.

[Full Job Description](#)



DEPARTMENT STRUCTURE

Divisions within the department:

- Utilities (Water, Wastewater, Reuse)
- Engineering
- Stormwater
- Streets & Roadside Maintenance
- Fleet Maintenance

DEPARTMENT QUICKFACTS



EMPLOYEES

~118

(combined FTEs across divisions)



BUDGET

**~\$41
MILLION**

KEY PROJECTS FOR 2026-2027

- Avalon Park Development: The 2,500-acre mixed-use development within Ormond Beach’s service territory and proposed to be annexed into the City with ~10,000 residents in single-family homes, townhouses, and apartments. At build out, the development will significantly increase water/sewer demand with related utility system improvements
- I-95 & US-1 Interchange Improvements in coordination with FDOT to ensure City input into the design and aesthetics of the new interchange reflects desired community design elements and related utility issues
- Public Works Facility modernization and upgrades

THE IDEAL CANDIDATE

The ideal candidate will be an approachable, strong leader with a sense of vision for the Public Works Department. The new Public Works Director will promote an organizational culture that provides effective and efficient public service delivery with the highest level of customer service. They will demonstrate excellent communication skills and the ability to effectively engage with staff, elected officials, and the public.

This individual is a strategic thinker who can manage multiple complex, high-profile projects while maintaining attention to operational details. They will possess strong emotional intelligence, remain calm under pressure, and foster a collaborative, accountable work environment. A commitment to mentorship, professional development, and empowering staff is essential. The successful candidate will balance innovation with fiscal responsibility and bring a forward-looking vision to support the City's continued growth and service excellence.



EXPERIENCE & QUALIFICATIONS

Required:

- Bachelor's degree in Engineering, Public Administration, or a closely related field.
- Seven (7) to ten (10) years of extensive and progressively responsible experience in all phases of municipal public works
- 3-5 years' experience in a senior management position
- Valid Florida Driver's License or ability to obtain
- Equivalent combinations of education and experience may be considered

Preferred:

- Master's degree
- Professional Engineer (PE) license
- Project management and capital planning experience

SALARY & BENEFITS

Compensation: \$130,000– \$160,000 DOE/DOQ

Health Benefits: 100% employer-paid medical, dental, vision, life, and long-term disability insurances

Paid Leave: Standard municipal leave policies including vacation and holidays

Retirement: Pension plan provided with a 2.25% multiplier and 5-year vesting

Additional Perks: Optional 457 plan, Roth IRA options, and professional development opportunities

The City offers a competitive and comprehensive benefits package designed to support employee wellness, financial security, and career growth within a collaborative and service-oriented environment.



HOW TO APPLY

Apply Here



For more information on this position, contact:

Doug Thomas, Executive Vice President – Recruitment & Leadership Development

DouglasThomas@GovernmentResource.com | 863-860-9314

The City of Ormond Beach 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.