Orange County, CA invites your interest in the position of Director of Public Works.

County Administration South building (pictured left), is the new home for various County departments, including OC Public Works. (Opened in late 2019) Photo Credit: RMA Photography
THE COMMUNITY
Orange County is a desirable place to live and is one of the premier employers in the region, as well as, the third most populated county in California. At the County you will find variety, individual opportunity, job satisfaction and the pleasure of working with colleagues who are dedicated to making a difference.

Over the years, Orange County has established a reputation as an innovative leader among local governments and serves over three million people living within its 34 cities. Residents enjoy over 42 miles of pristine beaches, three major harbors, vast wilderness parks, beautiful nature preserves, and over 400 miles of riding and hiking trails. Orange County has top rated attractions from Disneyland to several major professional sports teams, a wide range of cultural arts as well as some of the highest quality public and private schools in the nation. There is no doubt that Orange County is a great place to work.

THE COUNTY GOVERNMENT
Orange County is a Charter County governed by a five-member Board of Supervisors elected to four-year terms and committed to maximizing resources and improving the quality of life for residents in Orange County. The 25 departments that make up the County government strive to make Orange County a safe, healthy, and fulfilling place to live, work and play, by providing vital services to the community. The County’s core businesses are public safety, public health, environmental protection, regional planning and infrastructure, public assistance, social services, and aviation. The County has 18,000 employees with a FY2019-20 total budget of $6.8 billion.

THE OPPORTUNITY
The County of Orange has a challenging opportunity for a highly motivated and dynamic leader with the experience and expertise to manage and direct the OC Public Works Department. Under the direction of the County Executive Officer (CEO), the Director of OC Public Works is directly responsible for the administration and day-to-day operations of a Department of approximately 930 dedicated employees with an operating budget of roughly $500 million and a 7-year capital improvement program of $800 million. Reporting to, and serving at the pleasure of, the CEO, Frank Kim, the Director will work with a diverse group of professional disciplines with a wide variety of backgrounds and must be comfortable interacting with staff to inspire, motivate, and empower them to achieve established Departmental and County goals.

OC PUBLIC WORKS
OC Public Works is a unique County department comprised of two branches with each overseeing five service areas:

- Customer Services
  - OC Fleet Services
  - OC Development Services
  - OC Administrative Services
  - OC Facilities Design & Construction
  - OC Facilities Maintenance & Central Utility Facility

- Engineering Services
  - OC Infrastructure Programs
  - OC Construction
  - OC Operations & Maintenance
  - OC Survey
  - OC Environmental Resources

OC Public Works partners with a diverse array of local, state, and federal agencies, special districts, regional authorities, and the private development community including: construction, contractors, and design firms.

THE IDEAL CANDIDATE
The Director of OC Public Works will be an experienced, organized, decisive, and innovative leader with the highest degree of integrity, leadership, and professionalism, as well as strong interpersonal skills, and excellent judgment. The Director must be capable of working effectively and communicating diplomatically with County elected officials, staff, labor organizations, residents, citizen and business groups, regulatory bodies, developers, contractors, and other governmental agencies and will possess the following competencies:

Leadership
Evaluates political issues and works collaboratively with government officials, business partners, and public stakeholders in responding to new challenges; maintains a high level of integrity and credibility while developing strategies for advancing efficient and effective programs and completing projects in a timely, fiscally responsible, and innovative manner; identifies department needs and develops, designs, and implements program objectives, procedures, budgets, staffing requirements, and evaluation techniques; and focuses on positive culture attributes and initiatives to support a productive and professional environment.

Communication
Effectively speaks and writes clearly and concisely to express thoughts and ideas; professionally and tactfully creates an environment where ideas can be shared with others; successfully negotiates difficult situations requiring positive outcomes; effectively communicates in public to a variety of audiences.
Strategic Management
Identifies areas requiring attention and uses logical reasoning to reach conclusions and identify alternate solutions to complex problems; develops short and long term goals, outcomes, and performance measures for team members; provides vision, ensures department stability, and plans for outcomes that contribute to the success of the Department and the County.

COMPENSATION AND BENEFITS

The annual salary pays up to $237,348. Salary placement is dependent on qualifications and internal parity with other executive level directors. Future salary increases and reduction in employee retirement contributions may be given per CEO discretion. This position serves at the pleasure of the CEO.

The County also offers an attractive benefits package that includes:

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<th>PAID TIME OFF</th>
<th>HEALTH BENEFITS</th>
<th>RETIREMENT</th>
<th>ADDITIONAL BENEFITS</th>
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<td>• 3 weeks accruable vacation per year up to 5 weeks maximum with authorization</td>
<td>• Medical, dental and vision family coverage</td>
<td>• Benefit formula of 1.62% @ 65 retirement benefits (includes a voluntary Defined Contribution plan and an employer match contribution). Eligible new employees who have reciprocal California public service time are required to choose between 1.62% @ 65 Plan and 2.7% @ 55 Plan</td>
<td>• Taxable monthly auto allowance of $765</td>
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<td>• 9 days of sick leave per year up to 12 days maximum with authorization</td>
<td>• Life and Accidental Death &amp; Dismemberment Insurance</td>
<td>• Retirement Reverse Pick-up Contributions - Employees are subject to an additional reverse pick up percentage. This is in addition to the normal employee contribution</td>
<td>• Salary Continuance – County will pay 60% of salary for approved applications</td>
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<td>• Severance Payment - In the event that at-will employment is terminated, and in addition to a payout for any accrued, unused vacation time, the employee will receive a severance payment, equal to the sum of ninety calendar days of salary and the County’s share of the costs of employee's health insurance premiums</td>
<td>• On-site Wellness and Fitness Center</td>
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<td>• Educational and Professional Reimbursement – Up to $3,000 per fiscal year.</td>
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<td>• Voluntary Dependent Care and Health Care Reimbursement Account</td>
<td>• 401(a) Defined Contribution Plan (County contributes 5% of bi-weekly salary)</td>
<td>• 457 Defined Contribution Plan</td>
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<td>• 457 Defined Contribution Plan</td>
<td>• Optional Benefit Plan (OBP) – $4,500 annually (pro-rated if hire or promotion occurs mid-year). Executive Managers may elect a taxable cash lump sum, OBP Health Care Reimbursement Account, and/or 457 Defined Contribution Plan</td>
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For additional information about Orange County benefits, visit: http://ocgov.com/gov/hr/eb/overview

Ralph B. Clark Regional Park, Buena Park, CA
TO APPLY

If you are interested in this outstanding opportunity, please visit our website at www.ocgov.com/jobs to submit your resume.

Filing Deadline: April 17, 2020

Following the closing date, resumes will be screened according to the qualifications outlined. The most qualified candidates will be invited to interview. A select group of candidates will be asked to provide references once it is anticipated that they may be recommended as finalists. References will be contacted only following candidate approval. Candidates will be advised of the status of the recruitment following finalists’ selection.

If you have questions regarding this recruitment or would like to discuss this opportunity, please contact Chief Human Resource Officer, Tom Hatch at 714-834-2857 or Central HRS Division Director, Pia Rose at 714-834-7361.

Orange County, as an equal employment opportunity employer, encourages applicants from diverse backgrounds to apply.