



**CITY OF AVALON**  
**invites applications for the position of:**  
**PUBLIC WORKS DIRECTOR**

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**SALARY:**                **\$61.33 - \$74.55 Hourly**  
                              **\$4,906.65 - \$5,964.04 Bi-Weekly**  
                              **\$127,573 - \$155,065 Annually**

**OPENING DATE: MARCH 2021**

**CLOSING DATE: OPEN UNTIL FILLED**

**ABOUT THE POSITION:**

The City values a collaborative work environment, cultural diversity, and teamwork. There is long tenure among City staff. The organization prides itself on dedicated employees with a professional work ethic that work together as a team. This continues with our partnerships with various organizations and stakeholders, businesses, as we collaborate on projects throughout the community of Avalon.

The City of Avalon is located 22 miles off the coast of Southern California. Avalon is the only incorporated City on Catalina Island and the southernmost City in Los Angeles County. The City is a resort community with the waterfront dominated by tourism-oriented businesses. Avalon attracts about 1 million visitors a year and is frequently visited by cruise ships.

**DEFINITION**

Under administrative direction, plans, organizes, manages, and provides administrative direction and oversight to personnel in the functions and activities of the Public Works Department, including streets, landscapes and grounds, facilities, parks, and cemetery, and implementation of the City's Capital Improvement Program (CIP); coordinates assigned activities with other City departments, officials, outside agencies, and the public; fosters cooperative working relationships among City departments and with intergovernmental and regulatory agencies and various public and private groups; provides highly responsible and complex professional assistance to the City Manager in areas of expertise; and performs related work as required.

**SUPERVISION RECEIVED AND EXERCISED**

Receives administrative direction from the City Manager. The work provides for a wide variety of independent judgment and decision-making, within legal and general policy and regulatory guidelines. Provides direction and supervision over management, supervisory, professional, technical, and administrative support staff through subordinate levels of management and supervision.

## **CLASS CHARACTERISTICS**

This is a Department Director classification that serves as a member of the executive management team and oversees, directs, and participates in all activities of the Public Works Department, including short- and long-term planning, development and administration of departmental policies, procedures, and services. Duties include formulating policies, managing daily operations, and planning the use of materials and human resources. This class provides assistance to the City Manager in a variety of administrative, coordinative, analytical, and liaison capacities. Successful performance of the work requires knowledge of public policy and municipal functions and activities, including the role of an elected City Council and the ability to develop, oversee, and implement projects and programs in a variety of areas. Responsibilities include coordinating the activities of the department with those of other departments and outside agencies, managing, and overseeing efficient and effective departmental operations consistent with City policies and administrative guidelines. The incumbent is accountable for accomplishing departmental planning and operational goals, objectives, and procedures for furthering City goals and objectives within general policy guidelines.

## **PRIMARY DUTIES AND RESPONSIBILITIES:**

The following duties **ARE NOT** intended to serve as a comprehensive list of all duties performed by all employees in this classification, only a representative summary of primary duties and responsibilities. Incumbent may not be required to perform all duties listed and may be required to perform additional, position-specific duties. The City, at its discretion may add, modify, change or rescind work assignments as needed.

- Assumes full management responsibility for all Public Works Department programs, services, and activities.
- Develops, directs, and coordinates the implementation of goals, objectives, policies, procedures, and work standards for the department; establishes, within City policy, appropriate budget, service, and staffing levels.
- Manages and participates in the development and administration of the department's annual budget; directs the forecast of additional funds needed for staffing, equipment, materials, and supplies; directs the monitoring of and approves expenditures; directs and implements adjustments as necessary.
- Selects, trains, motivates, and directs department personnel; evaluates and reviews work for acceptability and conformance with department standards, including program and project priorities and performance evaluations; works with employees on performance issues; implements discipline and termination procedures; responds to staff questions and concerns; reviews the work of department personnel to ensure compliance with applicable federal, state and local laws, codes and regulation.
- Contributes to the overall quality of the department's service by developing, reviewing, and implementing policies and procedures to meet legal requirements and City needs; continuously monitors and evaluates the efficiency and effectiveness of service delivery methods and procedures; assesses and monitors the distribution of work, support systems, and internal reporting relationships; identifies opportunities for improvement; directs the implementation of change.
- Evaluates the need for and develops, plans, and schedules for long-term public works maintenance programs; organizes available resources for the maintenance, improvement, and repair of public works facilities and City equipment; compiles estimates, contract provisions, and specifications.
- Meets and confers with contractors, engineers, a variety of outside agencies, and the general public in acquiring information and coordinating matters related to the City's streets, landscape, facilities, and cemetery.
- Oversees the development of consultant requests for proposals for professional services and the advertising and bid processes; evaluates proposals and recommends project award; coordinates with legal counsel to determine City needs and requirements for contractual services; negotiates contracts and agreements and administers same after award.

- Represents the department to other City departments, elected officials, and outside agencies; explains and interprets departmental programs, policies, and activities; negotiates and resolves significant and controversial issues.
- Conducts a variety of departmental organizational and operational studies and investigations; recommends modifications to programs, policies, and procedures as appropriate.
- Participates in and makes presentations to the City Council and a wide variety of committees, boards, and commissions; performs financial review of matters pertaining to the various committees.
- Attends and participates in professional group meetings; stays abreast of new trends and innovations in the field of public works maintenance, operations, engineering and other services as they relate to the area of assignment.
- Maintains and directs the maintenance of working and official departmental files.
- Monitors changes in laws, regulations, and technology that may affect City or departmental operations; implements policy and procedural changes as required.
- Prepares, reviews, and presents staff reports, various management and information updates, and reports on special projects as assigned by the City Manager.
- Responds to difficult and sensitive public inquiries and complaints and assists with resolutions and alternative recommendations.
- Performs other duties as assigned.
- Manages the Capital Improvements Program (CIP) will require developing at least a 10-year Plan, including regular updates as well as budgetary evaluations, Council Member goals, and considerations.
- Managing Public Works projects including the planning design and construction of buildings, parks, streets, utilities and other facilities owned and operated by the City.
- Prioritize and direct the work of the City CIP and be responsible for quality, schedule and cost control.
- Perform the contract administration activities, which include, plan and specification preparation and reviews, contract preparation and execution, contract change order approval, payment approval, dispute resolution, acceptance and bond release approval.
- Perform construction management activities, which include, planning, preparing and communicating schedules and progress of project activities and expenditures, arrange and establish project schedules and milestones; developing critical path or project flow diagrams, setting and evaluating progress on project tasks.
- Prepare staff reports for City Council, Planning Commission, and other advisory bodies.
- Make presentations to the City Council, boards and commissions, advisory committees and citizen groups.
- Supervise consultants retained to provide particular expertise in project studies, programming, design, and project implementation.
- Evaluate operations and activities of assigned responsibilities; recommend improvements and modifications; prepare reports of operations and activities.
- Build and maintain positive working relationships with all CIP related stakeholders, as well as other employees and the public using principles of good customer service.
- Perform the related duties of a Capital Improvement Project Manager as needed and required.

## **QUALIFICATIONS**

### **Knowledge of:**

- Administrative principles and practices, including goal setting, program development, implementation, and evaluation, and supervision of staff, either directly or through subordinate levels of supervision.
- Public agency budget development, contract administration, citywide administrative practices, and general principles of risk management related to the functions of the assigned area.
- Organizational and management practices as applied to the analysis and evaluation of projects, programs, policies, procedures, and operational needs; principles and practices of municipal government administration.
- Principles and practices of public works program development, management in a municipal setting, and public works long-term maintenance planning and budgeting.
- Applicable Federal, State, and local laws, regulatory codes, ordinances, and procedures relevant to assigned area of responsibility.

- Methods and techniques for the development of presentations, contract negotiations, business correspondence, and information distribution; research and reporting methods, techniques, and procedures.
- Record-keeping principles and procedures.
- Modern office practices, methods, and computer equipment and applications related to the work.
- English usage, grammar, spelling, vocabulary, and punctuation.
- Techniques for effectively representing the City in contacts with governmental agencies, community groups, and various business, professional, educational, regulatory, and legislative organizations.
- Techniques for providing a high level of customer service by effectively dealing with the public, vendors, contractors, and City staff.

**Ability to:**

- Develop and implement goals, objectives, policies, procedures, work standards, and internal controls for the department and assigned program areas.
- Provide administrative and professional leadership and direction for the department and the City.
- Prepare and administer large and complex budgets; allocate limited resources in a cost effective manner.
- Interpret, apply, explain, and ensure compliance with Federal, State, and local policies, procedures, laws, and regulations.
- Plan, organize, direct, and coordinate the work of management, supervisory, professional, and technical personnel; delegate authority and responsibility.
- Select, train, motivate, and evaluate the work of staff and train staff in work procedures.
- Research, analyze, and evaluate new service delivery methods, procedures, and techniques.
- Effectively administer special projects with contractual agreements and ensure compliance with stipulations; effectively administer a variety of public works programs and administrative activities.
- Conduct effective negotiations and effectively represent the City and the department in meetings with governmental agencies, contractors, vendors, and various businesses, professional, regulatory, and legislative organizations.
- Prepare clear and concise reports, correspondence, policies, procedures, and other written materials.
- Conduct complex research projects, evaluate alternatives, make sound recommendations, and prepare effective technical staff reports.
- Establish and maintain a variety of filing, record-keeping, and tracking systems.
- Organize and prioritize a variety of projects and multiple tasks in an effective and timely manner; organize own work, set priorities, and meet critical time deadlines.
- Operate modern office equipment including computer equipment and specialized software applications programs.
- Use English effectively to communicate in person, over the telephone, and in writing.
- Use tact, initiative, prudence, and independent judgment within general policy, procedural, and legal guidelines.
- Establish, maintain, and foster positive and effective working relationships with those contacted in the course of work.

**This is a broad classification and individual duties will vary depending on area of assignment.**

**PHYSICAL DEMANDS**

Must possess mobility to work in a standard office setting and use standard office equipment, including a computer, to operate a motor vehicle, and to visit various City and meeting sites; vision to read printed materials and a computer screen; and hearing and speech to communicate in person, before groups, and over the telephone. This is primarily a sedentary office classification although standing and walking between work areas may be required. Finger dexterity is needed to access, enter, and retrieve data using a computer keyboard or calculator and to operate standard office equipment. Positions in this classification occasionally bend, stoop, kneel, reach, push, and pull drawers open and closed to retrieve and file information. Employees must possess the ability to lift, carry, push, and pull materials and objects weighing up to 25 pounds.

## **ENVIRONMENTAL ELEMENTS**

Employees work in an office environment with moderate noise levels, controlled temperature conditions, and no direct exposure to hazardous physical substances. Employees may interact with upset staff and/or public and private representatives in interpreting and enforcing departmental policies and procedures

### **Education and Experience:**

*Any combination of training and experience that would provide the required knowledge, skills, and abilities is qualifying. A typical way to obtain the required qualifications would be:*

Equivalent to graduation from an accredited four-year college or university with major coursework in business or public administration, or a related field and seven (7) years of management and/or administrative experience in engineering, public works operations and maintenance, business or public administration, or a related field, including at least five (5) years of supervisory experience at a mid-management level.

### **LICENSES AND CERTIFICATES:**

A valid Class C California driver's license is required by time of appointment.

**APPLICATION & SELECTION PROCESS:**

**If you are interested in pursuing this unique and exceptional career opportunity, please forward a letter of interest, your resume, supplemental questions and five work-related references.**

**Applicants must clearly demonstrate through their resume & supplemental materials that they meet the employment standards outlined above. All properly completed applications will be reviewed, and the most appropriately qualified individuals will be invited to continue in the selection process. Candidates with qualifications that best related to the listed position(s) will be invited to participate in the selection process. Possession of the minimum qualifications does not ensure continuing in the recruitment process. The selection process may include an oral interview and other testing processes designed to predict successful job performance. Supplemental questions are located on page seven (7) of the job announcement.**

**Application packets may be submitted to:**

**Stephanie Campbell, HR Analyst II  
P.O. Box 707  
410 Avalon Canyon Road  
Avalon CA 90704**

**By email: [HR@CITYOFAVALON.COM](mailto:HR@CITYOFAVALON.COM) – Position opened until filled**

**Equal Opportunity Employer**

The City of Avalon is an Equal Opportunity Employer. It is the policy of the City of Avalon to provide employment opportunities for all qualified persons. All applicants will be considered without regard to race, color, religion, sex, national origin, age, disability, sexual orientation, gender, gender identity, gender expression, marital status, ancestry, medication condition (cancer and genetic characteristics), or genetic information.

**Reasonable Accommodations**

The City of Avalon is committed to providing reasonable accommodation to applicants as required by the Americans with Disabilities Act (ADA) and Fair Employment and Housing Act (FEHA). Individuals with qualified disabilities who need reasonable accommodation during the selection process must specify the accommodations needed, **in writing**, at the time when the employment application is submitted.

Pursuant to California Government Code Section 3100, all public employees are required to serve as disaster service workers subject to such disaster service activities as may be assigned to them by their supervisor or by law.

<b>SUPPLEMENTAL QUESTIONS</b>
Answers to supplemental questions can be transferred to a separate document.
1. Describe your experience in contract management, supervising and managing programs or projects.
2. Describe your experience preparing staff reports and making presentations.
3. Describe your experience in training, supervising and managing staff.
4. Describe your experience handling difficult staff and personnel issues. Provide an example.
5. Describe a situation where you personally took a risk or implemented an out of the box/creative solution to a problem.
6. Describe the type of Management/Philosophy style you feel you have.
7. Describe the differences between Leadership and Management and provide specific incidences where you exhibited both qualities.







