

Join the Public Works Leadership Team



DEPUTY DIRECTOR OF PUBLIC WORKS

Up to \$234,956 DOQ plus Excellent Comprehensive Benefits Plan

EXCEPTIONAL OPPORTUNITY FOR A PROFESSIONAL ENGINEER AND VISIONARY PUBLIC WORKS LEADER

San Bernardino County's Department of Public Works is seeking a visionary and strategic leader to serve as Deputy Director, overseeing the Transportation and Flood Control Divisions.

This executive leadership role offers a meaningful opportunity to guide the planning, delivery, maintenance, and long-term stewardship of critical infrastructure across one of the nation's largest counties. The Deputy Director will help shape safe and reliable transportation networks, strengthen regional flood protection, and support infrastructure systems that serve residents, businesses, and communities across San Bernardino County.

As a key member of the Department's executive team, the Deputy Director will bring together engineering, operations, maintenance, planning, and administrative functions around a shared vision. The role calls for a leader who can translate strategy into results, navigate complex technical and regulatory issues, and build strong partnerships with elected officials, public agencies, communities, developers, consultants, and contractors.

***Step into a transformative leadership role and help shape
the future of infrastructure in San Bernardino County.***



Public Works

THE OPPORTUNITY

TRANSFORMING PUBLIC WORKS. ADVANCING INFRASTRUCTURE. LEADING WITH VISION.

The Deputy Director of Public Works will provide strategic and unified leadership for the Transportation and Flood Control Divisions, two core service areas that directly impact public safety, mobility, economic vitality, and quality of life throughout San Bernardino County.

This is a high-impact executive role for a leader who is ready to guide large-scale infrastructure programs, strengthen organizational performance, and support the continued modernization of public works services. The Deputy Director will work closely with executive leadership, division managers, engineers, field operations teams, partner agencies, elected officials, developers, consultants, and community stakeholders to deliver projects and services that meet the needs of a growing and diverse region.

The ideal candidate will bring strong technical knowledge, sound judgment, executive presence, and a commitment to building high-performing teams. This leader will embrace technology, data-informed decision-making, process improvement, and innovative approaches to infrastructure planning, project delivery, maintenance, and emergency response.

This position offers the opportunity to influence the future of public works in San Bernardino County by strengthening transportation networks, enhancing flood protection, mentoring the next generation of leaders, and supporting resilient infrastructure that benefits communities for decades to come.





KEY ROLES & RESPONSIBILITIES

The Deputy Director will provide leadership, direction, and vision for the Transportation and Flood Control Divisions, ensuring alignment with the Department's mission, County priorities, and long-term infrastructure goals.

Strategic Leadership

- Provide executive leadership for the Transportation and Flood Control Divisions, defining and executing a vision that aligns with the Department's mission and long-term goals.
- Lead divisional strategies that support operational excellence, efficient project delivery, and the County's commitment to safe and sustainable infrastructure.
- Foster a culture of collaboration, innovation, professionalism, and high performance across managers, engineers, technical staff, and field teams.
- Serve as a key advisor to Department leadership on infrastructure planning, policy, operational strategy, and emerging issues.

Project Planning & Execution

- Oversee the planning, design, construction, and maintenance of County roadways, flood control facilities, and related public works projects.
- Guide complex capital improvement programs from concept through completion, ensuring projects are delivered in alignment with priorities, budgets, schedules, technical standards, and regulatory requirements.
- Review studies, analyses, plans, specifications, estimates, and project recommendations to assess feasibility, long-term impacts, costs, risks, and community benefits.
- Support the use of technology, data, and best practices to improve project delivery, asset management, and infrastructure performance.

Budget, Policy & Governance

- Develop, review, and monitor divisional budgets and ensure efficient allocation of financial resources.
- Establish and enforce policies and procedures to guide program administration, personnel management, and operational standards.
- Oversee contracts, grants, and financing programs to ensure compliance with County, state, and federal requirements.

Team Development & Organizational Culture

- Lead, mentor, and evaluate managers and staff, fostering professional growth and building high-performing teams.
- Promote an inclusive, collaborative, and innovative workplace culture.
- Support performance management, succession planning, and workforce development initiatives.
- Build trust and alignment among office, engineering, administrative, and field operations teams.

Stakeholder Engagement & Representation

- Represent the Department at public meetings, interagency meetings, community forums, and meetings with elected officials, developers, contractors, consultants, and partner agencies.
- Communicate complex infrastructure issues clearly and effectively to technical and non-technical audiences.
- Collaborate with elected officials, community members, contractors, consultants, and internal departments to advance project objectives and County priorities.
- Serve as a trusted advisor on divisional operations, infrastructure planning, and policy matters.

Performance Oversight & Continuous Improvement

- Monitor and assess divisional performance to ensure effective delivery of services and adherence to quality standards.
- Identify operational improvements, implement best practices, and guide studies or special projects that inform strategic decision-making.
- Ensure compliance with regulatory requirements, industry standards, and County policies.

THE QUALIFICATIONS

MINIMUM QUALIFICATIONS

License: Must be a Registered Civil Engineer in the State of California.

Education: A Bachelor's Degree in Civil Engineering or a closely-related field.

Experience: Five (5) years of progressively responsible experience in the management and supervision of professional and technical personnel involved in public works projects, including planning, design, construction, and maintenance of public works facilities. **Candidates must have at least one (1) year of qualifying management level experience as above.**

Education Substitution: Applications may be accepted from candidates who possess a Bachelor's degree in an unrelated field if they are Registered Civil Engineers in the State of California and have eight (8) years of qualifying experience.

Degree/Coursework Note: Any qualifying degree/coursework obtained outside the United States must be accompanied by an equivalency report from an accredited credential evaluation service.



CORE COMPETENCIES OF THE IDEAL CANDIDATE

- **Strategic Vision:** Ability to develop and execute long-term strategies for Transportation and Flood Control divisions aligned with County goals.
- **Public Works Expertise:** In-depth knowledge of civil engineering principles, transportation infrastructure, and flood control operations, including planning, design, construction, and maintenance.
- **Leadership & Influence:** Builds accountable teams, develops managers, navigates organizational change, and earns credibility with executive stakeholders.
- **Program and Project Management:** Skilled in managing complex, multi-division public works projects, including budgeting, scheduling, and compliance with regulatory requirements.
- **Innovation & Agility:** Forward-thinking mindset with the ability to adapt to emerging technologies, improve operational efficiency, and implement best practices in public works.
- **Regulatory Compliance & Risk Management:** Knowledge of federal, state, and local regulations affecting public works, transportation, and flood control projects; ability to mitigate risks and ensure project compliance.
- **Collaboration & Communication:** Engages diverse audiences with clarity, political acumen, sound judgment, and a partnership-oriented approach.

SERVING THE COMMUNITY FOR OVER A CENTURY

For more than 100 years, the San Bernardino County Department of Public Works has maintained the County's road system, while its flood protection system has served communities for more than 75 years.

Today, the Department delivers essential services that support safe travel, flood protection, environmental stewardship, and reliable community infrastructure. Its divisions, including Transportation, Flood Control, Surveyor, Solid Waste, and Special Districts, work together to provide a broad range of technical, operational, and municipal services.

The Department maintains County roadways, delivers transportation improvement projects, oversees subdivision maps and survey records, manages the County's solid waste system, and operates an extensive network of flood control and water conservation facilities. Through Special Districts, it also provides essential programs and municipal services that support the current and future needs of communities throughout San Bernardino County.



FLOOD CONTROL DISTRICT DIVISION

Established in 1939, the Flood Control District Division operates and maintains an extensive network of dams, conservation basins, channels, and storm drains. Its mission includes protecting communities from flooding, supporting water conservation and water quality, and coordinating regional flood control improvements across incorporated and unincorporated areas.



TRANSPORTATION DIVISION

The Transportation Division manages, maintains, and improves approximately 2,573 miles of County roadways. Its work ranges from routine maintenance, grading, and pavement repair to traffic operations, environmental coordination, and major capital projects. Twelve strategically located maintenance yards support responsive service across the County's extensive geography.



COMPENSATION & BENEFITS

San Bernardino County offers a generous compensation package that includes a competitive salary within the designated **88C** salary range and excellent benefits options.

Base Salary \$163,675 - \$234,956 Annually DOE/DOQ

The County also offers an alternative **Modified Benefit Option** (MBO) that provides a wage differential of 4% above the base salary rate (**up to \$244,354 annually DOE/DOQ**) with a complementing modified leaves package and benefits.

Paid Leaves



- 15 paid holidays (Includes one paid floating holiday with Traditional Benefits Package)
- 80 hours of administrative leave with cash out option
- Traditional Leaves Package with up to 160 hours of vacation accruals annually (based on service hours) with cash out option and paid sick leave with unlimited accrual
- Modified Benefits Package with up to 200 hours of Paid Time Off (PTO) accruals annually (based on service hours) with annual cash out option for up to 160 hours

Retirement



- County pension (www.sbcera.org) vested after five years of service
- Retirement Reciprocity with CalPERS, CalSTRS, and 1937 ACT plans
- 401(k) Defined Contribution Plan with 2 for 1 match, up to 8% of the base salary
- 457(b) Deferred Compensation Plan with County contribution ½ times employee contribution, up to ½%
- Retirement Medical Trust (RMT) with County Contribution (based on service hours)

Health



- Medical and Dental Insurance for the employee and eligible family members with premium subsidies
- County paid Vision Insurance for the employee and eligible family members
- FSA pre-tax account for qualified health care expenses with up to \$40 County match per pay period

Other Benefits



- Tuition Loan Repayment up to \$10,000 for eligible loans
- County paid basic life insurance with voluntary supplemental life insurance options including accidental death and dismemberment
- County paid short-term and long-term disability benefits

How to Apply

To be considered, applicants must submit a cover letter, comprehensive resume, and three references. These may be submitted via online application at [SB County Jobs](http://SBCountyJobs) - OR - by email to ExecRecruit@hr.sbcounty.gov.

This is a confidential process and will be handled accordingly throughout all stages of the recruitment process. References will not be contacted until mutual interest has been established and a reference release form is completed.

For priority consideration, apply by September 4, 2026 at 5pm.
Recruitment will remain open until the position is filled.

Contact: Kristen Rojas kristen.rojas@hr.sbcounty.gov



Executive Recruitment Services