



Germantown, Tennessee

**PUBLIC WORKS DIRECTOR**

**MGT**



# Germantown, Tennessee Public Works Director



The City of Germantown is a vibrant, welcoming community, the community of choice, offering outstanding quality of life for all generations. The government is resilient and fiscally sound, providing top-quality public safety and services responsive to community requirements. Engaged residents honor the past, treasure the present and responsibly shape Germantown's future.

## ABOUT GERMANTOWN:

Germantown, where tradition meets innovation and Southern charm defines our community. Whether you're a long-time resident or new to the area, you will share a sense of pride in the community.

With a population of 41,333 and a medium household income of \$140,429, Germantown is a thriving city that blends graciousness with forward-thinking vision. Its exceptional offerings include award winning schools, top notch public safety services and a cultural-hub- the Germantown Performing Arts Center. Dining, retail, parks and recreation – Germantown has it all. Its culinary scene caters to every palate, and parks are where the community comes together for relaxation.



## OUR COMMUNITY VALUES:

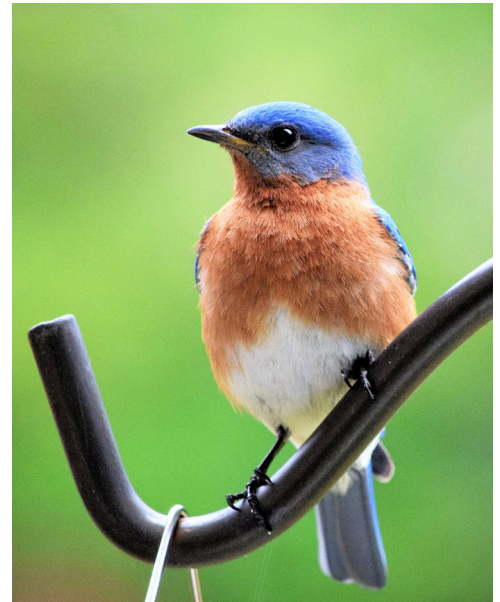
- A culture of excellence and kindness
- Community strength, health and sustainability
- Excellence in education
- Innovation, creativity and continuous improvement
- Lifestyle opportunities as part of the fabric of everyday life
- Local and regional partnerships
- Modern and reliable public infrastructure
- Natural and designed beauty and strategic growth

Germantown has one of the best school systems in Tennessee and is a point of pride in the community. The Germantown Municipal School District ensures that education excels, celebrating diversity and providing a welcoming environment for every child.

Safety is paramount in Germantown, with first responders ensuring a secure environment and a cardiac arrest survival rate four times higher than the national average. Germantown also has one of the lowest crime rates in Tennessee for communities its size.

Excellence is not just a goal; it's a way of life in Germantown. It's a vibrant community, where every day is an opportunity to connect, thrive and experience the best of Southern living.

As part of the Memphis metropolitan area Germantown is an easy 30- minute drive to professional sports teams including the NBA Memphis Grizzlies and the Memphis Red Birds (St Louis Cardinals AAA team) and Elvis Presley's Graceland and the rhythm and blues of Beale Street.



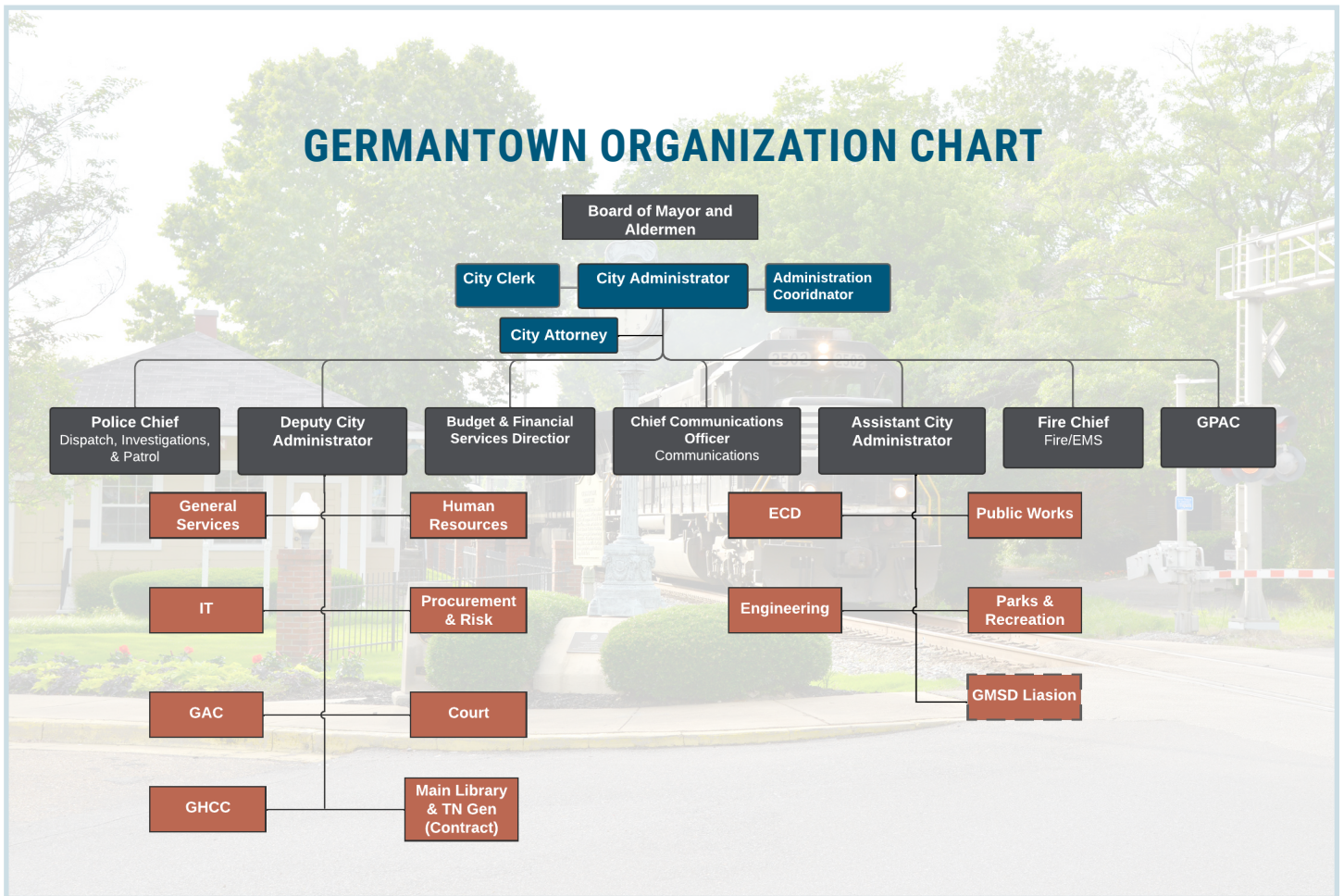
## THE ORGANIZATION:

The City of Germantown values employees and realizes that they are the ones that bring the City’s motto of “Excellence, Every Day” to life. It’s an exciting time to work for the city. The City’s government is recognized for its professionalism and innovative service delivery. Germantown has received the Malcolm Baldrige Award by the U.S. Department of Commerce; this achievement distinguishes Germantown as a world class community.

This position touches two of Germantown’s four Ps and makes all four Ps possible- Public Schools, Public Safety, Public Infrastructure & Parks.

## THE POSITION:

This is a critical leadership role responsible for overseeing the efficient and effective delivery of essential public services, with a direct impact on the quality of life for the residence. The Public Works Director reports to the Assistant City Administrator who reports to the City Administrator. The Director of Public Works plays a critical role in the planning and development process for three of the Germantown 2035 key performance areas: Land Use and Transportation, Natural Resources and Quality of Life.







## KEY RESPONSIBILITIES:

- Oversee a department with an annual budget of \$27 million and a staff of 59 dedicated employees.
- Direct and manage the construction, maintenance, and repair of city streets and storm drains.
- Administer the city's solid waste contract, ensuring effective and environmentally responsible waste management.
- Oversee the maintenance and operation of the city's water and sanitary sewer collection system, including two twelve million gallons per day water treatment plants.
- Ensure the smooth operation of the city's animal control services, maintaining high standards of public health and safety.
- Provide strategic leadership and direction to the Public Works Department, fostering a culture of excellence and accountability
- Collaborate with the Assistant City Administrator and other city officials to develop and implement policies and procedures that enhance public services.
- Ensure compliance with all federal, state, and local regulations related to public works and environmental services.



## QUALIFICATIONS:

- Bachelor's degree in Engineering, Environmental Science, or a related field.
- A minimum of 7 years of experience in environmental services, public works, or a closely related field, with at least 3 years in a managerial role.
- Proven ability to manage large budgets and lead a diverse team.
- Strong knowledge of public infrastructure, water and sewer systems, solid waste management, and environmental regulations.
- Exceptional communication and leadership skills, with the ability to effectively interact with city officials, staff, and the public.
- Professional Engineer (PE) license preferred

## IDEAL CANDIDATE:

- Knowledge of the fundamental principles and accepted practices of engineering; modern methods and techniques of civil engineering as applied to the design, construction, and maintenance of municipal infrastructure and utilities
- Experience in the operation of water and sewer utilities
- Strong communication, team collaboration, and customer service skills
- Experience working in a high performing organization

## COMPENSATION:

The salary range for this position is \$131,277 to 154,398. In addition, the City of Germantown offers a competitive benefits package.

## HOW TO APPLY:

Candidates should apply online at [www.GovHRjobs.com](http://www.GovHRjobs.com) by September 27, 2024, with a resume, cover letter, and contact information for (5) professional references to the attention of: W. Lane Bailey, MGT Executive Recruiter, MGT, Tel 847-380-3240 ext. 140.

The City of Germantown is an Equal Opportunity Employer.