



DIRECTOR OF PUBLIC WORKS



**BOB MURRAY
& ASSOCIATES**
EXPERTS IN EXECUTIVE SEARCH

THE COMMUNITY

Nestled in the heart of the San Joaquin Valley, Kings County offers a close-knit, small-town atmosphere shaped by its agricultural roots and evolving economy. Known for farming, food production, and public-sector employment, the county provides a practical, affordable lifestyle that appeals to families, professionals, and those seeking a quieter pace than California's major metropolitan areas.

Kings County includes communities such as Hanford, Lemoore, and Corcoran, each with its own identity. Hanford serves as the cultural and commercial center, while Lemoore is closely tied to Naval Air Station Lemoore. The cities of Avenal and Corcoran are influenced by major state correctional facilities. These institutions, along with agriculture, play a significant role in the region's employment and economy.

Residents experience a community-oriented environment with local events, youth sports, and seasonal activities that reflect the area's agricultural calendar. While amenities are more limited than in larger cities, many residents value the slower pace, lower cost of living, and strong sense of community. Outdoor recreation is readily accessible, with parks, sports fields, and open spaces throughout the county. Its central location also allows access to major California destinations, including Yosemite National Park, the Sierra Nevada, and the Central Coast, making regional travel feasible and convenient.

Kings County's economy is anchored in agriculture, government, and logistics, offering stability while continuing to evolve. Ongoing investments in infrastructure and community services support residents while preserving the county's rural character. Overall, Kings County offers a grounded and realistic California lifestyle while balancing opportunity, affordability, and community.

THE COUNTY & THE DEPARTMENT

Kings County is committed to delivering reliable, high-quality public services that support the daily lives of residents throughout the county. Guided by the Board of Supervisors, the County emphasizes fiscal responsibility, transparency, and long-term planning across all operations.

A critical component of this mission is the Public Works Department, which plays a central role in maintaining and improving the County's infrastructure. The Department is responsible for the planning, construction, and maintenance of roads, bridges, drainage systems, and public facilities, ensuring safe and efficient transportation networks for residents, businesses, and agricultural operations. Public Works also oversees key functions such as engineering services, capital improvement projects,



environmental compliance, and solid waste management. Working closely with other County departments, regional partners, and the community, the Department supports sustainable growth and infrastructure resilience.

THE POSITION

The Director of Public Works is a key executive leader responsible for directing all functions and operations of the Department. Operating under administrative direction from the County Executive Officer, the Director provides both strategic leadership and operational oversight across a diverse portfolio that includes Administration, Roads and Bridges, Parks and Grounds, Fleet Management, Building Maintenance, and Engineering.

This position assumes full management responsibility for all programs, services, and activities of the department. The Director establishes departmental goals, policies, and performance standards, ensuring alignment with County priorities while maintaining compliance with applicable laws, regulations, and professional standards. Responsibilities include overseeing the engineering design, construction, and maintenance of County roads, bridges, and public facilities; managing right-of-way acquisition and land surveys; and directing the maintenance and operation of County buildings, parks, and fleet assets.

The Director leads the planning and execution of capital improvement projects from initial concept through final delivery, ensuring projects are completed on time, within budget, and to specification. This role includes oversight of consultant selection, contract negotiation, and administration, as well as coordination with legal counsel and regulatory agencies. The Director is also responsible for developing and administering the department's budget, forecasting resource needs, and ensuring sound fiscal management.

As an organizational leader, the Director oversees a large and diverse

workforce through multiple levels of supervision, including managerial, professional, technical, and administrative staff, fostering a culture of accountability, safety, and continuous improvement. The Director serves as a primary liaison between Public Works and other County departments, outside agencies, and the public, addressing complex and often sensitive issues. This position regularly advises executive leadership and the Board of Supervisors on infrastructure planning, policy development, and major County initiatives.

The role may also serve as County Road Commissioner, as appointed. Success in this position requires balancing strategic vision with hands-on leadership to ensure efficient operations and high-quality service delivery.

THE IDEAL CANDIDATE

Kings County is seeking a collaborative, forward-thinking professional to serve as the Director of Public Works. The ideal candidate is a highly experienced public works professional with a comprehensive understanding of infrastructure systems, engineering principles, and the complexities of county government operations. They bring a proven track record of managing complex public works programs, including capital improvement planning, construction management, and ongoing maintenance of transportation and facility assets.

This individual is a strategic and pragmatic leader who can effectively guide both long-term vision and day-to-day operations. They possess strong analytical skills and experience evaluating organizational performance, identifying opportunities for improvement, and implementing effective solutions. A solid background in budget development and fiscal oversight is essential, along with the ability to manage resources responsibly across a broad range of services and priorities. The ideal candidate demonstrates exceptional leadership and interpersonal skills, with the ability to motivate and develop a diverse workforce while promoting a collaborative and inclusive organizational culture. They are experienced in managing through subordinate supervisors and understand how to build strong teams, address performance issues, and support professional growth.

A skilled communicator, the successful candidate is adept at working with elected officials, executive leadership, community stakeholders, and regulatory agencies. They are comfortable representing the department in public settings, making presentations, and navigating complex or high-profile issues with professionalism and sound judgment. Political acumen and the ability to build consensus are critical in this highly visible role. The ideal candidate is also knowledgeable about applicable laws, regulations, and emerging



trends affecting public works, including environmental compliance, infrastructure funding, and evolving technologies. They are proactive in adapting to change and ensuring that the department remains responsive, efficient, and forward-looking.

Above all, the successful candidate is a principled and service-oriented leader committed to delivering high-quality public infrastructure and services that support the residents and communities of Kings County.

EDUCATION & EXPERIENCE

EDUCATION:

- A bachelor's degree from an accredited college or university with major coursework in engineering, public administration, business administration, or a closely related field.

EXPERIENCE:

- Five (5) years of supervisory or administrative experience in a major public works setting which includes program planning, development, budget preparation and analysis, and administration.

LICENSES/CERTIFICATIONS/ OTHER REQUIREMENTS:

- Possession of or ability to obtain and maintain a valid California driver's license
- Registration as a Civil Engineer in the State of California is desirable
- Ability to qualify for security clearance through background investigation and fingerprinting
- Willingness to attend meetings outside regular work hours and travel as needed

COMPENSATION

Kings County offers a competitive salary for the Director of Public Works. **The base salary is \$144,000 – \$204,000 annually.**

Kings County also offers a comprehensive benefits package, including:

CalPERS Retirement –

- New Members: 2% @ 62 formula (employee pays full required contribution as set by CalPERS)
- Classic Members: 2% @ 55 formula (employee pays full required contribution, approx. 7% of salary)
- Lifetime retirement benefit with vesting after 5 years of service
- Optional service credit purchases (e.g., unused sick leave, per CalPERS rules)

Health Insurance –

- Fully County-paid medical, dental, and vision coverage for employees and eligible dependents
- PPO with Blue Shield of California
- Chiropractic care included.

Dental / Vision –

- Included with health coverage (Delta Dental and EyeMed network coverage options)

Vacation Leave –

- Accrual ranges from 96 to 160 hours annually based on years of service
- Maximum accumulation limits apply (up to 192–320 hours depending on accrual tier)

Management Leave –

- 80 hours of additional management leave added beginning of every fiscal year with a cashout option.

Sick Leave –

- Approximately 80–96 hours annually depending on service time
- At time of retirement, a percentage of unused sick leave can be used for the Retiree Health Insurance for insurance premiums.

Holidays –

- 11.5 Holidays and an additional 3.5 days when closed observing an extended holiday closure.

County's Employee Health Center –

- No-cost, convenient care for County employees and their dependents on the County Health Insurance plans. Employees are not required to use sick or other leave to go to the Health Center during their working hours for medical issues. Open Monday through Friday.

Other Benefits – Deferred Compensation, Wellness and Employee Assistance Programs, Life Insurance, Long-Term Disability, Longevity Pay, Bilingual Pay.

TO APPLY

To be considered for this position, please submit your application at:

www.bobmurrayassoc.com

Filing Deadline:

11:59 p.m. PST on June 7, 2026

Following the closing date, resumes will be screened according to the qualifications outlined above. The most qualified candidates will be invited to personal interviews with Bob Murray & Associates.

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. Finalist interviews will be held with Kings County.

Candidates will be advised of the status of the recruitment following selection of the Director of Public Works. If you have any questions, please do not hesitate to call Mr. Ian Schmutzler at:

(916) 784-9080

