

PUBLIC WORKS DIRECTOR



CITY OF ORMOND BEACH, FLORIDA

Annual Salary: \$120,000—\$150,000



First Review of Resumes:

July 18, 2025

Executive Search provided by Slavin Management Consultants

ABOUT THE COMMUNITY



Located on the east coast of Central Florida, the City of Ormond Beach takes pride in providing a high quality of life for all. Located in the Deltona-Daytona Beach-Ormond Beach area, it is an integral part of one of the fastest growing areas in Florida. Strong leadership and strategic management have allowed Ormond Beach to preserve its charm and character while avoiding the congestion and overpopulation experienced in some neighboring communities. The City began as a key stop on the Florida East Coast Railway. It first gained national attention in the motorsports field in 1903, when seven American speed records and two international speed records were set, earning the city recognition as “The Birthplace of Speed.”

Located in Volusia County, the city encompasses 33.1 square miles and a population of 43,080. The median household income is \$67,482 and the average home price is \$360,000. Major employers include Security First Insurance, Hudson Technologies, Microflex Inc., ABB, Germfree Laboratories Inc., Engineered Plastic Components, Edgewell Personal Care, S.R. Perrott, Inc., and Foundation Risk Partners. The community’s medical services include AdventHealth and Halifax Health. The city is easily accessible via Interstate 95 and Interstate 4. Ormond Beach has a municipal airport and is also served by Daytona Beach International Airport, Orlando International Airport, Orlando Sanford International Airport, and Jacksonville International Airport.

MISSION

To ensure Ormond Beach is one of the most attractive, stimulating, and innovative communities in Florida, while protecting its rich history and maintaining its unique charm. Boasting an environment where our children can thrive, with a prosperously diverse and balanced economy, within a fiscally strong community. All the while, delivering exceptionally responsive service to our citizens and cultivating the highest quality of life.



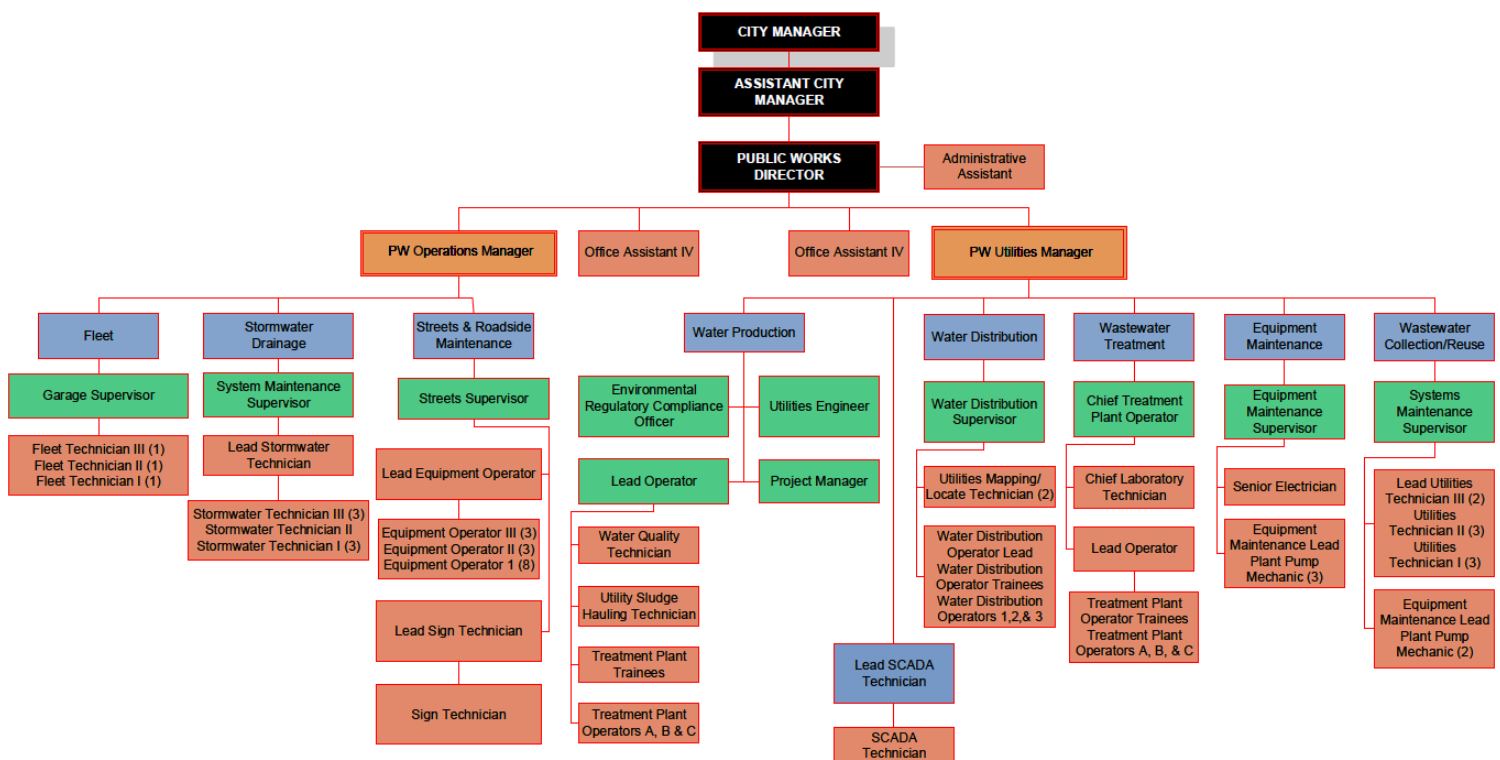
THE PUBLIC WORKS DEPARTMENT

The Public Works Department provides the leadership and guidance to oversee the operations for multiple divisions that provide many of the vital services that residents and business owners rely on every day.

In addition, Public Works provides administrative and technical support for capital improvement projects. The Department is responsible for about 75% of the CIP including the planned construction of major infrastructure improvements for roads, drainage, water and sewer, recreation, and other facilities.

The City's Fiscal Year 24/25 Adopted Budget for the Public Works Department is \$34,004,191 of which \$6,056,543 is General Fund support for non-enterprise public works functions and \$27,947,648 supports enterprise functions. Public Works employs 117 full-time employees of which 79 are assigned to utilities.

CITY OF ORMOND BEACH, FLORIDA PUBLIC WORKS DEPARTMENT ORGANIZATIONAL CHART





ABOUT THE POSITION

Working under the direction of the City Manager, this position performs highly responsible management and administrative work to ensure successful operations of the City's Public Works Department including Utilities, Solid Waste, Stormwater, Streets, and Fleet Maintenance. This position serves in a senior leadership role, requiring considerable independent judgement and discretion.

- Ensures that the City's infrastructure is maintained through appropriate planning and evaluation of City resources and facilities; develops long-term staffing and facility plans to support projected service needs.
- Prepares and administers annual operational and capital improvement plan budgets for all Public Works divisions.
- Oversees appropriate projects to ensure successful completion within identified timeline and financial parameters. Coordinates with engineering and other city departments, secures outside consultants as needed, and manages all aspects of project construction.
- Oversees emergency preparedness efforts for all Public Works functions and coordinates disaster response plans, including debris removal services. Act as Emergency Operations Center liaison as needed before, during, and after a natural disaster.



Education and/or Experience:

Bachelor's degree in Engineering, Public Administration, or a closely related field is required. A Master's degree in a related discipline is preferred but not required. Education should be supplemented with extensive and progressively responsible experience (7 – 10 years) in all phases of municipal public works; or an equivalent combination of training and experience. Florida experience and professional engineer licensure is preferred but not required.

See full job description at: www.ormondbeach.org/jobs

IDEAL CANDIDATE

The next Public Works Director will be a self-motivated, energetic, and dedicated leader who can maintain a collaborative and supportive work environment. The director will be responsible for developing and monitoring the department's operational goals and will work harmoniously with department team members to carry out assigned duties.

Attributes of the ideal candidate include:

- Has a collaborative management style to achieve solutions consistent with the City's vision.
- Is an approachable leader who invests in the team, leads by example, and is willing to actively assist team members to achieve success
- Ability to identify networks and build and maintain critical relationships to support organizational objectives.
- Has a clear vision, is willing to adapt, is calm under pressure, and comfortable working in a highly engaged community.
- Proficient in communicating with technical and non-technical audiences and elected officials.
- Excels in managing both large and small construction projects from groundbreaking to completion and is able to establish effective systems to ensure work is being completed efficiently and timely.
- Knowledge and experience with hurricanes and after natural disasters (NIMS Certification preferred)
- Forward-thinking and anticipates the implications and consequences of situations and takes appropriate action to be prepared for all contingencies.
- Ability to influence and gain the support of others.
- Assigns responsibilities for tasks and decisions; sets clear objectives; and measures and monitors process, progress, and results; provides feedback to employees and management.
- Demonstrates integrity, accountability, and efficient stewardship of organizational and community resources in a manner consistent with the City's standards of ethical conduct and other policies.
- Is passionate about public service and comfortable with a high level of customer engagement.



COMPENSATION & BENEFITS

The salary range for this position is \$120,000—\$150,000. The City pays 100% of base plan premiums for employees for medical, dental, vision, life, and long-term disability insurance.



The City provides personal leave benefits and a competitive retirement plan for its employees.

APPLICATION PROCESS

Apply online at:

www.slavinweb.com

For more information on this position contact:

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