

SPECIFIC REQUIREMENTS

- Candidates must possess the equivalent of two years full-time experience as a Principal Civil Engineer or higher level class in Alameda County classified service (non-classified includes District Attorney's Office, Hospital Authority, and the Consolidated Courts); OR
- Candidates must possess a bachelor's degree from an accredited college or university in civil engineering AND the equivalent of five years full-time supervisory experience as a registered Civil Engineer, at least two years as a principal, an assistant director or a higher-level position within an engineering organization.
- All candidates must possess a valid certificate of registration as a Civil Engineer issued by the California State Board of Registration for Professional Engineers and Land Surveyors.
- All candidates must possess a valid California Motor Vehicle Operator's license.

SELECTION PROCESS

To be considered for this position, submit a resume, letter of interest and the names and phone numbers of five work-related references. Candidates must also submit a response to the supplemental questions included in this brochure and will be asked to complete a County employment application. After a screening of application/resume packets, candidates demonstrating the best qualifications for the position will be invited to an interview for further assessment. The Director of Public Works will select from the top candidates.

SUPPLEMENTAL QUESTIONS

Please type or print responses to questions 1-4 using 8 1/2" x 11" paper. Indicate your name at the top of each page.

1. List the positions which best exemplify your experience for the Deputy Director, Public Works in charge of Engineering and Construction. For each position, provide the following information:
 - a) Name of the organization, job title, and description of major functions for which you are/were responsible and the complexity of your assignment.
 - b) An organizational chart, indicating your place/level in the organization, the number of employees you supervised and their job titles.
2. Describe your experience in your application of technology for program areas under your direction. Be specific as to your role coordinating, planning, and/or developing these changes and the outcome of such efforts.
3. For each of the following areas, highlight your experience and noteworthy accomplishments that clearly demonstrate you are ready to take on the challenges of the position as described in the recruitment profile:
 - a) Transportation/Flood Control
 - b) Development and Implementation of Capital Improvement Programs
 - c) Development and Implementation of Environmental/Sustainability Programs
 - d) Staff Development
4. Describe your experience and knowledge in the areas of transportation funding, revenue/expenditure forecast and reporting, as they relate to the development and/or management of program budgets. Please be specific in describing your role and responsibilities.

COMPENSATION & BENEFITS

Annual salary range is \$132,496.00 - \$161,137.60

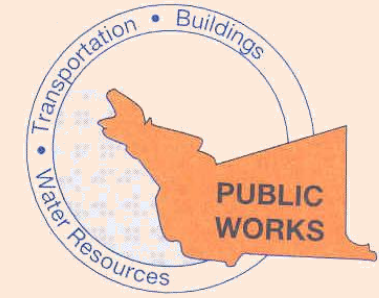
- Health and Dental Insurance
- Life/Accidental Life Insurance
- Health/Dependent Care Flexible Spending Plan
- Paid Vacation
- Paid Sick Leave
- Holidays (11 paid holidays; 4 floating holidays)
- Management Leave
- Paid Family Leave
- Long-Term Care Insurance
- Retirement Plan covered by the 1937 Act
- Deferred Compensation Plan Available
- Professional Development Opportunities
- Participation in Social Security
- Other Benefits

**Application packets must be received by
Monday, May 4, 2009, 5:00 p.m., PST
Examination Date: June 17, 2009**

Alameda County
Human Resource Services Department
Monique Hill
1405 Lakeside Drive
Oakland, CA 94612
(510) 208-4841
www.acgov.org

The Alameda County PUBLIC WORKS AGENCY

is recruiting for the position of



DEPUTY DIRECTOR, PUBLIC WORKS

AGENCY MISSION STATEMENT

The mission of the Public Works Agency is to enhance the quality of life for the people of Alameda County by providing a safe, well-maintained, and lasting public works infrastructure through accessible, responsive and effective services.

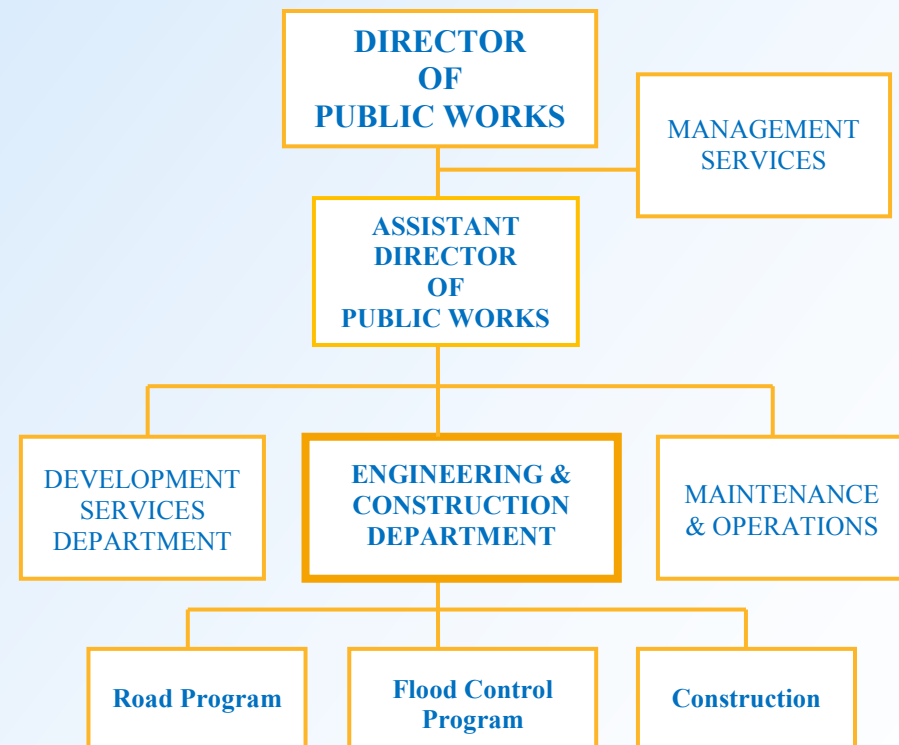
THE AGENCY

Alameda County Public Works Agency is a full service provider of design, construction management, and maintenance of the public infrastructure, including streets, sidewalks and pathways; creeks; flood control facilities and storm drains; trees; vehicles and equipment; street lights and traffic signals.

The Agency is also responsible for the engineering review of private developments, and the issuance of building permits, right of way encroachment permits, and well drilling permits.

The Agency is involved in community programs including beautification, clean-up projects and graffiti abatement. Through its role as the administrator of the Flood Control District, the Agency supports friends of creeks groups, other non-profit and governmental jurisdictions within Alameda County in promoting environmental stewardship.

The Agency has approximately 439 full-time equivalent positions in a variety of professional, technical, clerical and skilled trades classifications, with a proposed agency budget for fiscal year 2009/10 of \$175 million.



The organizational composition of the Agency is as follows:

ENGINEERING AND CONSTRUCTION – Plan, design and manage the construction of transportation infrastructures for unincorporated Alameda County, and flood control facilities within the Alameda County Flood Control District.

MAINTENANCE AND OPERATIONS – Maintain roadways, transportation corridors, estuary bridges, flood control pump stations and flood control channels in the unincorporated areas of Alameda County.

DEVELOPMENT SERVICES – Approve new subdivisions, commercial developments, and infrastructure by reviewing development plans, issuing permits and inspecting building construction and infrastructure to support land development, and ensure contract compliance.

MANAGEMENT SERVICES – Administer the human resources, finance/accounting/payroll, policy and program development, information technology and clerical support functions of the Agency.

THE POSITION

This is an exciting career opportunity to serve as a key member of a progressive organization. The Deputy Director reports to the Assistant Director/Director of the Public Works Agency and manages the activities of the Engineering and Construction Department. The department, under the direction of the Deputy Director, plans, designs and manages construction of County road and flood control infrastructure projects. The department also provides traffic, transportation planning and funding, watershed management, real estate and environmental engineering services.

QUALIFICATIONS

The ideal candidate has experience with a proven track record of success that demonstrates knowledge, skills, and abilities in the following areas:

- Expertise working in a public works or engineering organization
- Knowledge of current technical and legal developments in civil engineering, right-of-way acquisitions, maintenance and construction and related program areas
- Management of a variety of functional specialties with a large number of overlapping work areas
- Political astuteness and the ability to establish and maintain effective working relationships with public and private organizations, elected officials and unions
- Team building skills and the ability to lead, direct and motivate staff to achieve the vision of the organization
- Effective interpersonal skills and the ability to interact with staff at all levels
- Success in innovation and implementing change
- Budget development, analysis, administration and management
- Excellent written and oral communication skills that include good listening techniques
- Understanding computer applications related to program areas

CHALLENGES

The Agency has key priorities and challenges under the leadership of the Deputy Director for Engineering and Construction. Significant accomplishments desired in the next five years include:

Transportation – Congestion management, system preservation, capital project delivery and financing plans. Leadership to inform communities about preservation needs, livable neighborhoods, and financing options.

Flood Control – Watershed planning, major maintenance, new construction of the Alameda County Flood Control System and mapping flood plains for the cities and unincorporated area.

Environmental/Sustainability – To minimize negative impacts on the environment by supporting county-wide and agency-wide climate change initiatives and by committing to environmental stewardship and enforcing environmental regulations.

Technology – Reevaluate strategic technology plan to address the various applications on service delivery. The Deputy Director will be a key participant engaged in defining priorities, establishing schedules and planning financing for the technology plan.

Capital Improvement Program – Development and management of multi-year capital improvement program. The Deputy Director will lead the coordination among all stakeholders in developing and implementing capital projects in a timely and cost effective manner.

Budget – Development and management of the annual operating and capital budgets. The Deputy Director is expected to have knowledge of local, regional, state and federal transportation funding protocols. The Deputy Director must be able to work with other jurisdictions in addressing transportation and flood control related issues including securing funding opportunities, advancing County projects and collaborating on local and regional issues.

Staff Development – A key value for our organization is the professional growth and leadership development of our employees. A strong commitment to lead by example and provide the support necessary for our staff to maximize their potential is required.