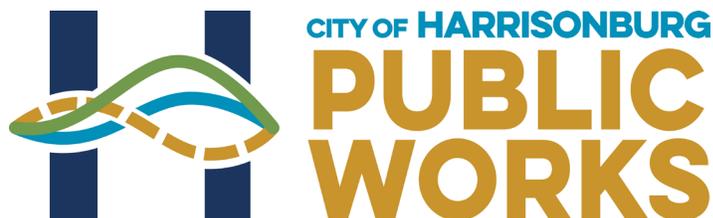




HARRISONBURG DEPARTMENT OF PUBLIC WORKS DEPUTY DIRECTOR

Looking to make a huge impact in an eclectic, growing city known worldwide for being a friendly, welcoming Community For All? Look no further than The Friendly City - Harrisonburg, Virginia.

The Harrisonburg Department of Public Works is currently seeking a leader who is excited to join our dedicated team of community service professionals. The ideal candidate will be passionate about advancing the essential services and infrastructure that keep Harrisonburg running smoothly every day, including refuse and recycling operations, street maintenance, transportation planning, traffic operations, stormwater management, environmental stewardship, and capital project delivery. This role offers the opportunity to lead a talented team, champion innovative and sustainable practices, and make a tangible impact on the daily lives of our residents in a vibrant, growing, and diverse community at the heart of the beautiful Shenandoah Valley.





Traffic Signal Repairs

THE COMMUNITY

The City of Harrisonburg is an independent city located in the central Shenandoah Valley region of Virginia. The city falls within Rockingham County and encompasses 17.4 square miles, serving a population of approximately 56,879.

Harrisonburg is located along Interstate 81 and is only two hours away from both Richmond and Washington, D.C. Harrisonburg City Council and staff are currently operating under the City's 2045 Vision Plan, which calls for a focus on creating A Harmonious Community and prioritizing the areas of Available Housing for All; Economic Development & Financial Empowerment; A Thriving Educational Epicenter; Fiscal Responsibility & Planning; High-Quality City Services; and Community Resiliency & the Natural Environment.

Additionally, City staff strive to embody these five Values: Progressive Innovation, Productive Communication, Trusted Service, Winning Teamwork, and Valued Employees.

Once an agricultural hub, Harrisonburg has now evolved into a lively and distinct destination with a vibrant arts and entertainment scene. The city is home to a plethora of parks and trails and hosts community events throughout the year. Downtown Harrisonburg was designated as Virginia's first recognized Arts and Cultural District in 2001 and the first recognized Culinary District in 2014. Downtown boasts a variety of locally owned restaurants, coffee shops, bars, craft

breweries, and boutiques. The area is home to an expansive network of galleries, music venues, theaters, and museums, making it an exciting place for anyone to enjoy.

Harrisonburg is a melting pot of ethnic diversity. In recent years, thousands of refugees have settled into the city. Harrisonburg City Public Schools students speak more than 60 different languages, with English, Spanish, Arabic, and Kurdish being the most common.

Within the Harrisonburg City Public Schools system is a Pre-K Early Learning Center, six elementary schools, two middle schools, and two high schools - which HDPT supports with school bus service. Harrisonburg is also home to two university campuses - James Madison University and Eastern Mennonite University. James Madison is a public research university with an enrollment of more than 22,000 students, and Eastern Mennonite University (EMU) is a private, Mennonite-affiliated liberal arts university with an enrollment of approximately 1,500 students.

Harrisonburg has been a Bronze Level Bicycle Friendly Community since 2011 and is dedicated to adding bicycle and pedestrian facilities throughout the community, making it attractive to walkers, runners, and cyclists alike. Miles of trails and sidewalks make it a walkable and bike-friendly community.

THE POSITION

The Deputy Director:

- Operates a City vehicle in the performance of the job duties;
- Assists in the supervision of the programs and activities of street and traffic maintenance, capital projects planning and construction, sustainability and environmental, facility maintenance, and solid waste management and coordinates work with other departments and private contractors;
- Maintains records and files and prepares reports;
- Assumes total responsibilities of the Director in his/her absence;
- Assists the Director on all issues pertaining to long term planning of activities, programs, policies, budget, capital improvements, organization and management;
- Plans the work for short-term goals for one or more divisions;
- Responsible for the creation, oversight, and maintenance of Public Works operational plans and policies;
- Recommends major procedure and policy and process changes and ensures that appropriate action is taken by subordinates;
- Monitors public works industry best practices and innovations and works with division team members to meet industry standards;
- Handles correspondence and prepares a wide variety of reports on activities as requested;
- Assists division leaders with detail and technical aspects of jobs;
- Assists with budget preparation and other administrative matters;
- Deals with employee matters, resolves conflicts and problems, and performs job and performance evaluations;
- Leads in engineering and design efforts and plan review procedures;
- Receives citizen inquiries or complaints and dispatches available information recommending plan of action;
- Makes field inspections of projects to ascertain status;

- Assists in dealing with equipment and supply vendors; requisitions needed supplies and oversees materials and supply inventories

IN ADDITION, THE DEPUTY DIRECTOR WILL BE A MEMBER OF THE DEPUTY LEADERSHIP TEAM AND RESEARCH APWA ACCREDITATION

Additionally, the Deputy Director should possess the following knowledge, skills and abilities:

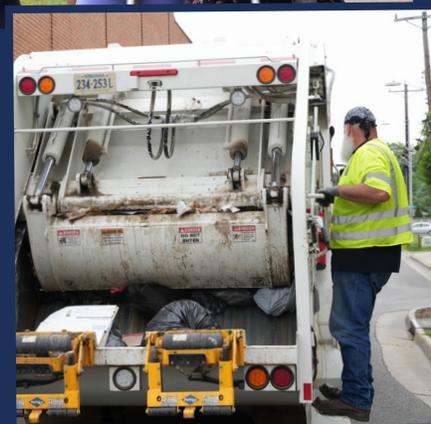
- Thorough knowledge of public works operations;
- Thorough knowledge of budgeting as it relates to the public sector;
- Thorough knowledge of the practices of municipal public works operations;
- Thorough knowledge of project planning and design needed for an efficient and effective public works programs;
- Thorough knowledge of the occupational hazards of the work and necessary safety precautions;
- General knowledge of personnel practices;
- General knowledge of the use of construction and site development;
- Ability to review and analyze plans and specifications for the construction of public facilities;
- Ability to formulate safe operational policies and procedures;
- Ability to maintain records and prepare technical reports;
- Ability to plan, organize and supervise the work of department employees;
- Ability to use courtesy and tact in dealing with the general public;
- Ability to establish and maintain effective working relationships with City officials, other public officials, associates, contractors and the general public.



Street Repair Operations



We've got a ton going on at Harrisonburg Public Works, but don't just take our word for it...



Take a look yourself!





Public Works Staff Photo - 2025

THE DEPARTMENT

What a wonderful time to join Harrisonburg Public Works.

Our community relies on the essential services and infrastructure we provide every day, and we are constantly evolving to meet those needs. From maintaining 333 lane miles of streets, 94 traffic signals, and over 70 miles of sidewalks, to managing municipal solid waste, recycling, stormwater systems, and public facilities, our work is wide-ranging and critical to the safety and quality of life of Harrisonburg residents.

Here's what that looks like:

- **Street Maintenance & Traffic Engineering:** Maintaining city streets, traffic signals, curb and gutter, sidewalks and landscape beds, while implementing capital improvements.
- **Solid Waste & Recycling:** Collecting and managing approximately 10,000 tons of municipal solid waste annually and operating a Recycling Convenience Center and Mobile Recycling Unit.
- **Environmental & Sustainability Programs:** Protecting our natural resources through stormwater management, the Harrisonburg Conservation Assistance Program, urban forestry, and a citywide pollinator corridor.
- **Transportation Planning:** Coordinating citywide transportation initiatives, including Safe Routes to School, bicycle and pedestrian connectivity, and planning for efficient multimodal travel throughout Harrisonburg.
- **Construction and Facilities Management:** Overseeing planning, design, and execution of city infrastructure projects and maintenance of city buildings and public spaces.

We are proud of the impact our teams have on the daily lives of residents. Our staff drive innovation and operational excellence, implementing projects that range from street and facility improvements to enhanced stormwater,

sanitation, environmental, and transportation services, while continually improving sustainability, safety, and community outcomes.

The incoming Deputy Director will play a critical role in guiding these efforts, leading teams across multiple divisions, and collaborating with the community and City leadership to advance Harrisonburg's infrastructure, public services, and environmental initiatives.

Our mission is clear: to enhance the quality of life of our citizens by providing efficient public services, protecting the public interest with sound environmental policies, and constructing, operating, and maintaining the City's infrastructure. Our staff are the reason Harrisonburg runs smoothly every day, and they make The Friendly City a place people are proud to call home.

Recent highlights that reflect who we are:

- Implementing traffic calming projects to keep the transportation network safe and reliable.
- Expanding the city's tree canopy and creating award-winning pollinator gardens to support biodiversity.
- Providing efficient waste and recycling services, including toter collection and streamlined bulk, yard debris, and cardboard collection citywide.

If this purpose, pace, and impact resonate with you, we invite you to bring your talent to Harrisonburg Public Works. Join a mission driven team that is building places people love, programs that strengthen community, and a legacy of service that will last for generations.

We look forward to your application – and to the possibility of welcoming you to our team.

COMPENSATION:

PREFERRED HIRING RANGE \$105,955.20-\$119,204.80* WITH AN EXCELLENT BENEFITS PACKAGE, *AN EXACT SALARY WILL BE DEPENDENT UPON THE SELECTED CANDIDATE'S QUALIFICATIONS AND EXPERIENCE

*** FIRST REVIEW NO SOONER THAN MARCH 24***

HOW TO APPLY:

[HTTPS://WWW.HARRISONBURGVA.GOV/EMPLOYMENT](https://www.harrisonburgva.gov/employment)

QUESTIONS:

CONTACT HUMAN RESOURCES AT EMPLOYMENT@HARRISONBURGVA.GOV