



S. RENÉE NARLOCH
& ASSOCIATES
PROFESSIONAL EXECUTIVE RECRUITMENT



THE CITY OF CORPUS CHRISTI, TX

INVITES YOUR INTEREST IN THE POSITION OF

DIRECTOR OF PUBLIC WORKS/ STREET OPERATIONS

THE COMMUNITY

The City of Corpus Christi (est. pop. 327,423) is located on the Gulf Coast of South Texas, about 130 miles southeast of San Antonio. Known as the “Sparkling City by the Sea,” Corpus Christi is a popular vacation destination with a robust, diverse economy, including one of the largest ports in the nation.

Corpus Christi is the eighth largest city in Texas and the sixtieth largest in the United States. This vibrant, coastal community is rich in culture and diversity. Its many cultural influences, including Mexican-American, can be found in its food, music, events, public art, architecture, museums, and many year-round events that showcase the city’s beauty and rich history.

Citizens have access to a wide variety of arts and culture, including a Public Art Program, outdoor concerts and movies at Cole Park Amphitheater, and the historic Heritage Park/Cultural Center. Corpus Christi’s stunning beaches are the heart and soul of the Texas Gulf Region and offer many opportunities for surfing, fishing, and camping.

Area attractions include the Padre Island National Seashore, Museum of Science and History, Texas State Aquarium, the USS Lexington Aircraft Carrier, South Texas Botanical Gardens, South Texas Institute for the Arts, Schlitterbahn Waterpark & Resort, American Bank Center, and an entertainment complex that offers an auditorium, convention center, and arena. Additionally, Corpus Christi is home to the Texas A & M University Islander Basketball, ICERAYS Hockey, AF2 Sharks Football, and Corpus Christi Hooks, a minor league baseball team.

There are several primary and secondary public school districts, as well as private and parochial schools, that serve over 57,000 students. In addition, the City has two higher educational institutions--Del Mar Community College and Texas A&M University-Corpus Christi, which serve approximately 27,000 students.

Corpus Christi is one of the premier healthcare centers in the nation, with four major hospitals on several campuses that serve South Texas, Mexico, and Latin America. The Driscoll Children’s Hospital is one of the country’s top 20 children’s medical facilities.

Within the last decade, the Corpus Christi MSA has seen over \$52 billion in new industrial and commercial investment built or currently under construction. Most of this investment is in industrial projects such as energy, petrochemical, and steel/iron manufacturing. The City’s strong economic base also includes agribusiness, military, electronics, health services, retail and commercial trade, and teleservices. Major employers include the Corpus Christi Independent School District; Naval Air Station – Corpus Christi; H.E.B; CHRISTUS Spohn Hospital; Corpus Christi Army Depot; Driscoll Children’s Hospital; and the City of Corpus Christi, among others.



As an All-America City, Corpus Christi residents are proud of this prestigious designation as it recognizes the many ways in which community members, government, businesses, and non-profit organizations have worked together to build one of the best cities in the nation.

For more information about Corpus Christi and the region, visit the City’s website at <http://www.cctexas.com>.

THE AGENCY

The City of Corpus Christi has a Council-Manager form of government. The City Council consists of the Mayor and eight council members. Five city council members are elected through single-member districts, while three others and the Mayor are elected at-large. All council members serve concurrent two-year terms, with four-year term limits. The City has over 40 additional boards and commissions, directly linking citizens, city council, and staff.

The City’s vision is to become the benchmark for all other Texas cities. Its mission is to deliver municipal services which meet the vital health, safety, and general welfare needs of the residents and which sustain and improve their quality of life. As such, the City is committed to fiscal discipline, continuous improvement, first-rate customer services, and straightforward communications.

The City provides a wide variety of high-quality services to its residents, including police, fire, emergency medical services, health, parks, recreation, a natural history museum, libraries, airport, marina, water, wastewater, and gas utilities. The City’s FY2022 total budget is \$1.2 billion, comprised of an operating budget of \$750 million and a capital budget of \$416 million. The City has approximately 3,000 employees.

THE DEPARTMENT

The Public Works/Street Operations Department is a highly visible and important service delivery department whose programs have a substantial impact on all citizens. Effectively addressing aging infrastructure, including street conditions, continues to be a major priority for the elected officials and residents.

The Department is responsible for managing and maintaining the City’s streets system, including oversight of the Street Improvement Plan, Pavement Management Systems, and Traffic Engineering services. The Department has a \$56 million annual expenditure budget.

The Director reports to an Assistant City Manager and supervises three Assistant Directors, a Senior Management Assistant, and, indirectly, approximately 135 Public Works/Street Operations employees.

The Mission of the Public Works/Street Operations Department is to manage, maintain, and develop the City’s street and stormwater systems. This is accomplished by maintaining street pavement; operating and maintaining traffic signals, signs,

and markings; planning and developing the street system; and providing stormwater management services.

The City's Streets Infrastructure Inventory consists of:

- 825 miles of local/residential roadways
- 162 miles of arterial roadways
- 212 miles of collector roadways
- 19 miles of alleyways
- 1,218 miles or 20.4 M square yards of (entire) street network
- 382 miles of striped centerlines
- 252 signalized intersections
- 49,694 traffic signs

The Public Works/Street Operations Department is largely driven by the implementation and execution of the City's Infrastructure Management Plan (IMP), a five-year rolling program that focuses on the maintenance of Corpus Christi streets. The IMP consists of four programs:

- Street Preventative Maintenance Program (SPMP) - Includes residential, local, collector, and arterial streets.
- In-House Rehabilitation - Consists of mainly residential and residential collectors.
- Residential Street Reconstruction Program (RSRP) - Only residential and residential collectors.
- Concrete Street Maintenance - Mainly arterials & collectors.

Other street maintenance programs include pothole repair, street base failure repair, and utility street cut pavement restoration. The Department also has additional important functions including Traffic Operations and Streets Engineering. Activities completed by these divisions include IMP planning, in-house streets engineering and project design, operating and maintaining the City's traffic signal network and Traffic Management Center, traffic sign and pavement markings maintenance, and in-house street sign fabrication.

The Department's stormwater services include operating and maintaining the downtown pump stations, promoting stormwater quality by preventing stormwater pollution through enforcement and rigorous public education efforts, citywide vegetation management, citywide street sweeping, and inspections and preventative maintenance of the city's extensive outfall, inlet, underground pipe, and storm water channel networks. Additionally, Public Works/Street Operations provides 24-hour emergency response services for fallen trees or debris in the City's right-of-way and sinkholes and cave-ins caused by faulty stormwater infrastructure. As an essential service operation and a first responder organization, public works crews and staff provide essential 24-hour emergency services for catastrophic and severe adverse weather events like hurricanes and regional flooding events.

THE POSITION

The Director of Public Works/Street Operations leads a team of highly skilled, competent, and passionate employees and is responsible for the effective, efficient, and responsive service delivery and management of city projects.



The Director ensures the development and implementation of strategies, plans, and projects that align with the city's mission, vision, objectives, and core values. Other responsibilities include:

- Establishes an organizational vision and implementation in a continuously changing environment; acts as the change agent by anticipating, embracing, and implementing changes in the operating environment to improve service delivery. Identifies opportunities for improvement and sees projects to completion. Serves as an effective link between employee and organizational needs that generate highly motivated team members to achieve difficult and challenging goals.
- Employs problem-solving, interpersonal, technical, and administrative skills to achieve outcomes promptly, combining sound business and economic practices and engineering principles. Meets organizational goals and customer expectations by applying technical knowledge, analyzing problems, and calculating risks; develops result-oriented, flexible, and actionable plans to achieve outcomes. Monitors and evaluates the efficiency and effectiveness of service delivery methods and procedures.
- Communicates professionally and effectively with others to include, but not limited to, customers (residential, commercial, industrial), client departments, external engineering and architectural consultants, contractors, regulatory agencies, and members of City Council. Provides an inclusive workplace that fosters the development of others, facilitates cooperation and teamwork, and supports constructive resolution of conflict.
- Oversees the department budget and establishes controls to stay within the operating budget. Acts as the official departmental representative to other City departments, City Manager's Office, elected officials, and outside agencies; explains, justifies, and defends department programs, policies, and activities; and negotiates and resolves sensitive, significant, and

controversial issues. Assumes responsibility for all department services and activities as Director. Attends Council meetings and other committee meetings.

- Selects, motivates, and evaluates department staff; provides or coordinates training and works with employees to correct deficiencies; and implements and administers disciplinary and termination procedures. Applies best business practices to plan, organize, and direct the work effort to efficiently and effectively focus resources.
- Establishes and maintains effective working relationships with City staff and officials, other government officials, community groups, contractors, the general public, and media representatives.
- Performs other related duties as assigned.

The Director must maintain professional and technical knowledge and skills through involvement with professional organizations and maintain professional licenses and/or certifications related to the engineering profession. Additionally, the Director serves on Emergency Operations Center (EOC) Team and leads the department and other organizational groups in times of emergency.

The selected candidate will have an opportunity to evaluate and identify service and technological improvements to the overall service delivery system. In addition, the Director will ensure the successful implementation and completion of projects, including those outlined in the Infrastructure Improvement Plan, Street Maintenance Program, Residential Street Rebuild Program, Pedestrian Safety Improvement Projects, and the Capital Improvement Plan.

The ideal candidate will be an experienced public works professional with a proven record of accomplishment, inclusive and effective leadership, and efficient project management in street repair, drainage, water and sewer, traffic, and building maintenance. The Director must be visible, responsive, and knowledgeable in modern public works methods, principles, and best practices.

The Director will be accessible, approachable, and competent in leading a team of highly skilled employees and managing multiple service specialties. A proactive, strategic leader who is driven and results-oriented is needed. The Director will support the department's goals and objectives and have the proven ability to assess operations and ensure service delivery improvements are realized.

As a visionary leader, the Director will establish high standards of excellence and lead by example while supporting professional development to build effective teams and empower and inspire staff.

A confident change agent who can develop strong partnerships and relationships is needed. Must have exceptional project management skills and the ability to communicate effectively with various stakeholders. The Director will be politically astute and apolitical.



Requirements include a bachelor's degree in Civil Engineering, Construction Management, Public Administration, or a related field, along with ten (10) years of experience. Experience in a public works senior leadership role with an organization of similar size and complexity is needed. A master's degree and Professional Engineering License are preferred.

COMPENSATION

The salary range is \$107,413 - \$176,008; starting salary is dependent on qualifications.

Additionally, the Director will receive a comprehensive, competitive benefits package, including a monthly vehicle allowance. Relocation assistance may be available; city employees are required to live within 60 miles of City Hall. The State of Texas does not have a state income tax.

TO APPLY

If interested in this outstanding opportunity, please visit www.srnsearch.com to apply online. Position is open until filled. Resumes will be screened according to the qualifications outlined above. Screening interviews with the most qualified applicants will be conducted by S. Renée Narloch & Associates to determine a select group of finalist candidates who will be asked to provide references; references will be contacted only following candidate consent. Final interviews will be held with the City of Corpus Christi. Candidates will be advised of the status of the recruitment following the selection of the Director of Public Works/Street Operations. Questions regarding this recruitment may be directed to:

Ms. S. Renée Narloch, President
S. Renée Narloch & Associates
info@srnsearch.com | 850.391.0000
www.srnsearch.com

The City of Corpus Christi is an Equal Opportunity Employer.

In accordance with Texas Open Records laws, applications and resumes are subject to public disclosure.



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