



PUBLIC WORKS DIRECTOR

CITY OF SAN ANTONIO, TEXAS

Recruitment Services Provided By



An Outstanding Career Opportunity

The City of San Antonio is seeking an experienced, forward-thinking leader to serve as its next Public Works Director. This is a rare opportunity to shape the future of infrastructure in one of the nation's fastest growing and most dynamic cities. With a \$626 million departmental budget, a \$1.2 billion bond program, and over 880 employees across six divisions, San Antonio's Public Works Department is delivering high-impact projects that touch every neighborhood and every resident. The next Director will join a high-performing executive team and play a pivotal role in advancing community priorities—ranging from climate resilience and multimodal transportation to equitable neighborhood investment and long-term capital planning. For a results-driven leader passionate about public service and infrastructure excellence, this is a chance to make a lasting difference in a world-class city on the rise.





About San Antonio

The City of San Antonio is the nation's 7th largest city and is home to more than 1.5 million residents. Located in South Central Texas, approximately 140 miles from the gulf coast, San Antonio offers its residents one of the most attractive and affordable lifestyles in the country. Residents enjoy one of the lowest tax rates in the state as well as a plentiful supply of high-quality housing and low utility rates. The economy of San Antonio is an excellent mix of business services, manufacturing, health care, communications, corporate and regional offices, government, and the convention and tourism industry. San Antonio is also home to one of the largest concentrations of military bases in the United States. One of the nation's fastest growing cities, San Antonio is rich in recreational and cultural opportunities with over 16,000 acres of public parks and approximately 150 miles of trails, over 50 museums and galleries, and home to the 5-time champion San Antonio Spurs. The Historic San Antonio Missions are Texas' only UNESCO World Heritage site, and is a UNESCO designated Creative City of Gastronomy.



San Antonio City Government

San Antonio has a Council-Manager form of government with an eleven-member City Council. Councilmembers are elected by District, while the Mayor is elected at-large. The term of office for the Mayor and all members of the City are four-year terms, for not more than two (2) full terms of office. The City Council appoints the City Manager, who appoints all officials in executive positions except for the City Clerk, City Auditor, Presiding Judge, and Municipal Judges.

The City of San Antonio has been recognized for its high level of professional management by the ICMA and National Civic League, amongst others. For ten consecutive years, the City has maintained a AAA bond rating. The Fiscal Year 2025 adopted budget is \$3.9 billion with close to 14,000 employees across approximately 40 departments.





PUBLIC WORKS BY THE NUMBERS

- 4,290 miles of streets
- 5,492 miles of existing sidewalks
- 1,416 miles of sidewalk gaps
- 957 segments of service alleys
- 800 miles of underground drainage
- Over 900 miles of drainage channels
- Over 1,450 Traffic Signals
- Over 100,000 roadway signs
- Over 3,700 lane miles of Pavement Markings



The Department

The Public Works Department is committed to meeting the needs of residents by building and maintaining the infrastructure that is vital to the City. The department provides its services with a combined total budget of \$626 million across seven primary funds. Assisting the Director is a Deputy Director and three Assistant Directors, who lead 887 staff across six divisions: Streets & Sidewalks, Capital Project Delivery, Storm Water, Traffic, Support Services, and the Office of the Director.

The department provides services such as pothole repairs, traffic signal maintenance, ensuring proper storm drainage, street markings, and signage. The department also develops a five-year rolling Infrastructure Management Program (IMP) to identify and recommend infrastructure priorities to the City Council. Through the IMP, the Public Works Department identifies and plans the roads, traffic signal improvements, sidewalks, drainage, and alleys that need to be repaired over the course of the next five years. As progress is made each year, the plan is adjusted to ensure the planning is always five years out.

The residents of San Antonio passed the \$1.2 billion 2022 – 2027 Bond Program in May 2022, the largest in the City's history. The series of projects included in the bond program will impact the lives of residents in every part of our City and are vital to keeping up with San Antonio's growth. Public Works is focused on ensuring all bond projects are delivered to the community utilizing the most efficient and effective

methods. Public Works oversees the management of both the 2017-2022 and 2022-2027 Bond Programs, totaling more than 370 projects, and other City capital projects from the design stage through construction. Public Works is committed to ensuring that all projects are delivered with quality, on time and on budget.

In alignment with the heat mitigation strategies in the City's Climate Action & Adaptation Plan (CAAP), Public Works and the Office of Sustainability are continuing to explore the efficiency of cool pavement as a mechanism for not only preserving the life of pavement but also for making the streets cooler, healthier, and more sustainable. Public Works and the Office of Sustainability have identified core areas throughout the city to implement cool pavement applications as part of the Street Maintenance Program. The FY 2025 Adopted Budget includes funding in the amount of \$5.8 million to apply cool pavement applications to 22.35 miles of pavement identified in Urban Heat Island areas.

\$ 626M
Operating Budget

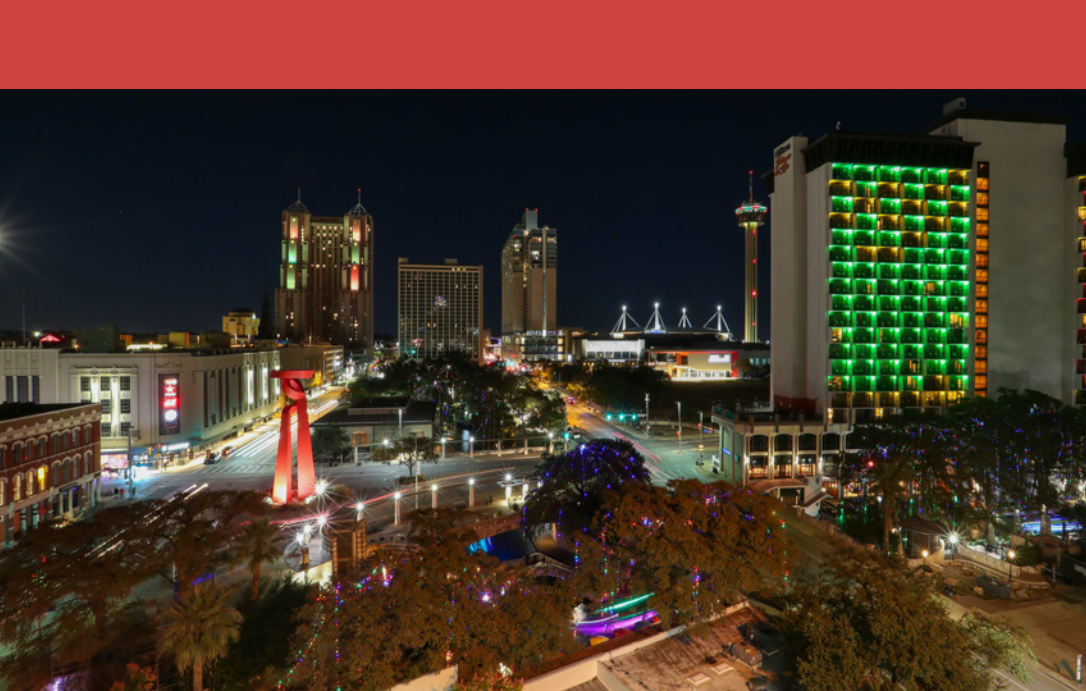
887 FTE
Employees

Ideal Candidate

The ideal candidate for the Public Works Director role will be an accomplished and visionary leader who combines strategic thinking with operational expertise and a deep commitment to public service. This individual will bring a collaborative leadership style, political acumen, and a strong track record of delivering high-quality infrastructure and services in a large, complex municipal environment. Key attributes include:

- **Trusted Leadership & Credibility:** A confident and ethical leader who earns the trust and respect of the City Council, executive leadership, staff, and the broader community. Possesses a strong presence, leads with integrity, and is known for delivering on commitments.
- **Visionary Communicator:** Skilled at developing and clearly articulating a compelling vision for the department's future. Able to translate complex technical and policy information into relatable messages for diverse audiences, building alignment and shared purpose.
- **Extensive Public Works Expertise:** Demonstrates a proven track record of success in leading diverse public works operations in a dynamic, high demand setting. Brings depth in managing functions such as capital project delivery, engineering, streets and drainage, and internal services.
- **Proven Capital Project Experience:** Experienced in overseeing large-scale, complex, and high-profile infrastructure projects. Balances technical knowledge with political sensitivity, ensuring projects are completed on time, on budget, and aligned with community goals.
- **Transformational Leadership:** Brings a change-ready mindset and the ability to lead organizational transformation with clarity, empathy, and purpose. Skilled at engaging staff and stakeholders throughout the change process to build understanding, support, and momentum.





The Position

Reporting to an Assistant City Manager, the Public Works Director oversees a multifaceted department responsible for delivering critical infrastructure and operational services to the San Antonio community. The Director manages a broad portfolio including Project Delivery, Storm Water, Streets, Traffic, and Support Services. Key responsibilities include:

- **Department Leadership & Strategy:** Provides executive leadership and strategic direction for all Public Works functions; establishes departmental goals and service priorities in alignment with citywide policies and community needs.
- **Operational Oversight & Performance Management:** Oversees daily operations across all divisions, ensuring the effective delivery of public works services. Continuously evaluates service levels, staffing models, and processes to improve performance and customer satisfaction.
- **Staff Development & Supervision:** Directly supervises department leaders and promotes a culture of accountability, professional development, and operational excellence. Recruits, motivates, evaluates, and supports a high-performing workforce.
- **Financial Stewardship:** Develops and administers the department's budget, including forecasting, expenditures, and resource allocation. Monitors fiscal performance and directs adjustments to ensure alignment with operational goals.

- **Citywide Representation & Policy Advocacy:** Serves as the department's key liaison to the City Council, City Manager, and external stakeholders. Explains and advocates for department programs and initiatives, particularly on complex or high-profile issues.
- **Interdepartmental & External Collaboration:** Coordinates Public Works efforts with other City departments, regional partners, and external agencies. Leads cross-functional initiatives and supports the City Manager's Office with technical and strategic guidance.
- **Project and Program Management:** Oversees the execution of capital projects and contracted services. Partners with engineers and contractors to ensure progress, resolve issues, and maintain project quality and timelines.
- **Community Engagement & Issue Resolution:** Responds to inquiries and concerns from residents, business owners, and civic leaders. Maintains open lines of communication and resolves sensitive issues with transparency and responsiveness.
- **Governance & Compliance:** Reviews and approves ordinances, contracts, and other high-level communications. Ensures departmental adherence to local, state, and federal regulations.
- **Council & Commission Support:** Provides technical reports and policy recommendations to the City Council and advisory bodies. Represents the department at public meetings and professional forums.

Qualifications

The following are the minimum requirements for the position:

Education: Bachelor's degree from an accredited college or university with major coursework in Civil Engineering, Construction Technology, or a related field.

Experience: Ten years of increasingly responsible professional experience in the area of public works, including engineering, traffic, streets, and stormwater, including five years of administrative or supervisory responsibility.

Licensure: A license as a Professional Engineer is preferred but not required.





Salary & Benefits

The salary range for the Public Works Director is **\$174,292 to \$278,867**, with placement in the range depending on qualifications. The benefits package includes medical, dental and vision coverage, life insurance, compensated leave, short-term disability, and retirement benefits. The City is a member of the Texas Municipal Retirement System with a 6% employee contribution and a 2:1 match by the City of San Antonio.

Visit [San Antonio City Benefits](#) to learn more about the City's employee benefits.

Application & Selection Process

Interested candidates should **apply immediately!** A first review of résumés is scheduled for **Monday, July 28, 2025**, but the City may close the recruitment at any time once a suitably strong group of candidates has been established. Submit a comprehensive résumé and compelling cover letter online at:

www.mosaicpublic.com/careers

Information submitted for consideration may be made available to the public in compliance with the Texas Open Records Act. Interested candidates are encouraged to contact the recruiter below before submitting materials.

CONFIDENTIAL INQUIRIES ARE WELCOMED TO:

Greg Nelson | greg@mosaicpublic.com | (916) 550-4100

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