



**PUBLIC WORKS
DIRECTOR**
Adams County, Colorado

Recruitment Services Provided By



The Opportunity

Committed to professional governance, continuous improvement, and innovation, Adams County offers an exciting career opportunity for a dynamic leader to serve as its next Public Works Director. With a thriving economy, a strong sense of community, and a dedicated Board of County Commissioners (BoCC) and professional staff, this position is ideal for an experienced local government leader with a passion for public works.



About Adams County

With rich traditions and history, Adams County seamlessly blends suburban convenience with rural charm—offering vibrant cities, welcoming small towns, and abundant recreational opportunities. Located in the northeast Denver metro area, Adams County is Colorado's fifth-largest county serving a diverse population of more than 540,000 residents. Adams County is 17 miles north to south, 72 miles east to west, for a total of 1,224 square miles. The county encompasses the cities of Brighton (the county seat), Commerce City, Federal Heights, Northglenn, and Thornton, as well as portions of Arvada, Aurora, and Westminster, along with smaller towns and unincorporated communities.

Adams County is experiencing dynamic growth, attracting new residents and businesses that contribute to a thriving economy and vibrant community. As one of Colorado's fastest-growing regions, it stands as an example of social equity and economic opportunity, where diversity and innovation are valued and celebrated. The BoCC and dedicated staff are committed to delivering responsive services that meet the evolving needs of the community.

Enjoy a five-minute informational video about Adams County - [Welcome to Adams County!](#)





County Governance & Operations

Adams County is governed by a five-member BoCC. The BoCC is supported by a professional County Manager who oversees day-to-day operations. The County Manager works closely with elected officials, three Deputy County Managers, along with various department directors, and community partners to implement strategic priorities and enhance service delivery.



Adams County operates on a 2026 budget of \$867 million, including a capital budget of \$64 million. These resources allow the county's more than 30 departments and offices to employ nearly 3,000 regular full-time employees (RFT) and to provide essential services to the community. The County Manager has direct oversight of nearly 1,800 employees, with an additional 1,100 employees who report to elected offices.



The Department

The Public Works Department includes four divisions: the Administrative Division, the Infrastructure and Stormwater Management Division, the Capital Improvement Program (CIP) Division, and the Operations Working Group. A description of each division is provided below:

- The **Administrative Division** provides vision, leadership and strategy for the department, and oversees and monitors budgeting and financial matters for the Department.
- The **Infrastructure & Stormwater Management Division** ensures transportation and stormwater infrastructure is constructed and maintained in conformance with all applicable County specifications, plans, contract documents, and regulations. The division also provides residents with storm sewer drainage services that are high quality, environmentally sensitive, and cost effective.
- The **Capital Improvement Program Division** oversees the design process and property acquisition for projects within the County's Right-of-Way (ROW), improving the County's infrastructure network one project at a time. These projects are critical to ensuring the infrastructure network continues to meet the needs of the County as it grows.
- The **Operations Working Group** is responsible for routine, programmed, and emergency maintenance of public ROW infrastructure. This includes grading, snow and ice control, street sweeping, dust abatement, pothole repairs, patching, traffic control maintenance, gravel road maintenance, and many more functions.

The 2026 budget for capital and operations is \$85 million. The department delivers its services with 116 full-time employees. The department is primarily funded by the County's Road & Bridge Fund, which derives ongoing revenue from a dedicated County sales tax, fuel impact enterprise funds, Highway User Trust Fund (HUTF) revenues, stormwater utility fees, traffic impact fees, and state and federal grants, among other sources. Some of the department's current-year objectives include:

- 2026 Street Paving and Seal Programs
- 2026 Video Inspection and Stormwater Maintenance Program
- 2026 Gravel Roads Program
- Adams County Bus Stop Amenity Program
- 88th Avenue Bridge
- Old Victory Road Improvements
- McKay Road Improvements

\$ 85M
All Funds Budget

116FTE
Employees



The Position

The Public Works Director provides strategic leadership in delivering essential infrastructure, community services, and capital investments across Adams County. The Director will report to the Deputy County Manager for Infrastructure and Development. The Director leads a diverse team responsible for engineering, construction management, right of way services, stormwater management, operations and maintenance, traffic services, and administration. The position serves as a key advisor to the County Manager, Deputy County Manager, and the Board of County Commissioners and ensures that Public Works aligns with the County's mission, values, and long-range goals. This role balances strategic direction with operational awareness and requires strong communication, sound judgment, and deep collaboration with regional partners.

Strategic Leadership

- Leads the development and execution of the department's vision, goals, and performance measures in alignment with the County's strategic direction.
- Advances a culture that values continuous improvement, strong communication, community engagement, partnership, and exceptional public service.
- Integrates sustainability, resilience, equity, and data-informed decision-making into departmental priorities.
- Provides strategic oversight of major capital projects and long-range infrastructure plans.

Organizational Culture and Talent Development

- Fosters a supportive and inclusive workplace where employees are provided with regular opportunities to be heard, understand decisions made by leadership, and feel informed about the direction of the department and the County.
- Models servant leadership by removing barriers, supporting teams, and encouraging collaboration across divisions.
- Develops coaching and leadership pathways for managers, supervisors, engineers, operations staff, and administrative personnel.
- Supports succession planning and internal workforce development.

Operations and Service Delivery

- Directs the planning, construction, rehabilitation, and maintenance of the County's roadway, bridge, stormwater, and traffic systems.
- Develops transportation and infrastructure systems through identifying and advancing enhancements needed to support the needs of a diverse and growing community.
- Ensures timely and efficient operations that promote community safety, mobility, and infrastructure reliability.
- Delivers services promptly, efficiently, and with the maximum value of county resources while ensuring minimal barriers to those services.
- Leads cross-functional coordination during weather events, emergency responses, and incident recovery.
- Promotes consistent standards and practices for project management, asset management, and field operations.

Budget and Resource Stewardship

- Manages the department's operating and capital budgets, including the Road and Bridge Fund, CIP program, enterprise fund programming, and grant-supported projects.
- Ensures resources are used responsibly and aligned with long-term financial goals.
- Oversees forecasting, financial risk management, and adjustments to support sustainable capital planning.
- Maximizes state, federal, and regional funding opportunities through strategic partnerships.



The Position

Public Engagement and Communication

- Communicates proactively and clearly with employees, residents, regional partners, community groups, and elected officials.
- Develops community engagement strategies to ensure the department makes decisions informed by community input, with an understanding of the impacts (both positive and negative) of policies, processes, and outcomes.
- Strengthens transparency and accessibility in project planning and construction updates.
- Represents the department at board meetings, study sessions, community forums, and intergovernmental gatherings.
- Builds strong working relationships with local governments, CDOT, DRCOG, RTD, water and sanitation districts, metro districts and other special districts, and other partners.

Regulatory and Technical Oversight

- Ensures compliance with all federal, state, and local laws, regulations, and design standards.
- Guides teams in the development, review, and implementation of engineering plans, specifications, environmental requirements, and construction contracts.
- Evaluates and implements new technologies, systems, and processes that support efficient service delivery.

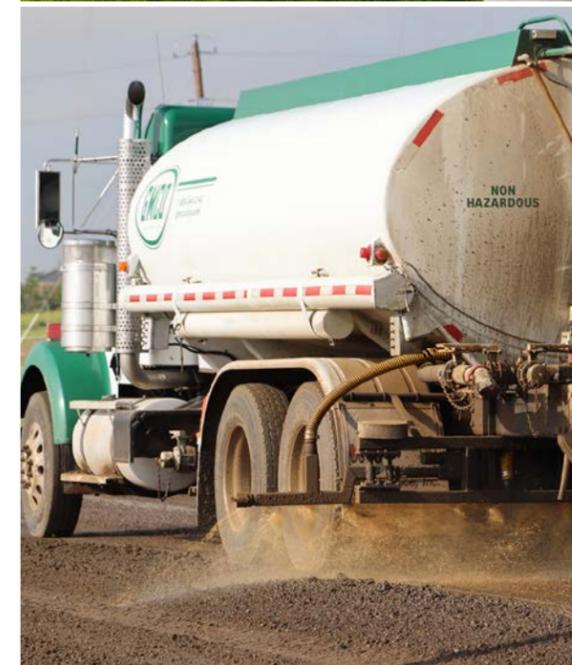
Leadership Competencies:

- Strategic Mindset - Responsible for long range planning, capital investment strategy, sustainability, resilience and alignment with County goals.
- Drives Vision and Purpose - Sets direction for department to provide public service and continuous improvement.
- Manages Complexity - Operates in a highly complex environment that includes regulations, funding streams, political stakeholders, emergency response, and technical systems.
- Collaborates - Builds trust and relationships with elected officials, regional partners, community groups, and internal leadership.

- Communicates Effectively - Develops and delivers clear, confident, and proactive communications on sensitive and high-impact issues to a variety of audiences. Listens to concerns and responds thoughtfully during construction, emergencies or other disruptions.
- Develops Talent - Coaches, succession planning, creates leadership pathways to create a sustainable workforce in a way that meets both their career goals and the organization's goals.
- Financial Acumen - Oversees complex operation and capital budgets, enterprise funds, grants and manages resources for long-term goals.
- Customer Focus - Gains insights into customer needs, identifies opportunities that benefit the customer and builds and delivers solutions that meet their needs.
- Manages Conflict - Approaches conflict situations as opportunities and handles them effectively. Facilitates breakthroughs by integrating diverse views and finding common ground or acceptable alternatives. Settles differences in productive ways.

Technical Competencies

- Principles of civil engineering, infrastructure design, construction, and maintenance
- Capital project delivery and contract administration
- Environmental regulations, stormwater requirements, and permitting
- Public works operations and asset management
- Maintenance of rural roadway systems
- Long-range transportation and infrastructure planning
- Complex budget preparation and administration; demonstrated success in obtaining transportation and infrastructure funding from a variety of sources
- Federal, state, and local standards, codes, and design guidelines
- Proficiency with office software, GIS tools, and modern public works systems



Qualifications

The following are the minimum requirements for the position of Public Works Director:

Education: Bachelor's degree in engineering, public administration, construction management, transportation planning, business administration, or related field. A master's degree in public administration, engineering, transportation planning, or a related field is preferred.

Experience: Seven (7) years of increasingly responsible leadership experience in public works, engineering, construction, transportation, or infrastructure management. Experience in an executive or senior leadership role is strongly desired.

License: A valid Colorado driver's license required (or ability to obtain upon hire).





Salary & Benefits

The anticipated hiring range for the Adams County Public Works Director is **\$160,723 to \$241,085**. The County will negotiate a highly competitive salary with the selected candidate that is commensurate with overall qualifications and experience. The County also offers a competitive benefits package which includes medical, dental, and vision coverage; life insurance; compensated leave; short-term disability; parental leave; and retirement benefits. Some additional benefits are described below:

Defined Benefit Plan: A 401(a) Defined Benefit Plan is provided by the county.

Deferred Compensation: A 457(b) Deferred Compensation Plan is offered by the county.

Paid Leave:

- Annual Leave: Eligible to accrue 4.62 hours per pay period, in accordance with policy.
- Sick Leave: Eligible to accrue 3.7 hours per pay period, in accordance with policy.
- Administrative Leave: Eligible to earn 12 administrative days per year (typically one day per month), in accordance with policy.
- Family Medical Leave: Eligible for the county's eight-week Family Medical Leave Plus program, in accordance with policy.

Vehicle Allowance: Executive-level employees receive a car allowance per month.

Technology Allowance: Executive-level employees receive a technology allowance per month.

For more benefit information, explore the benefits of working at Adams County [here](#).

Application & Selection Process

Interested candidates are encouraged to **apply immediately**, as résumés and cover letters will be reviewed as they are submitted and screened for consideration. Application deadline is COB **Monday, March 23, 2026**. Interviews are slated to take place in April. Interested candidates must submit a comprehensive résumé and compelling cover letter online at:

www.mosaicpublic.com/careers

CONFIDENTIAL INQUIRIES ARE WELCOMED TO:

Julie Baca | julie@mosaicpublic.com | 970.209.0404

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