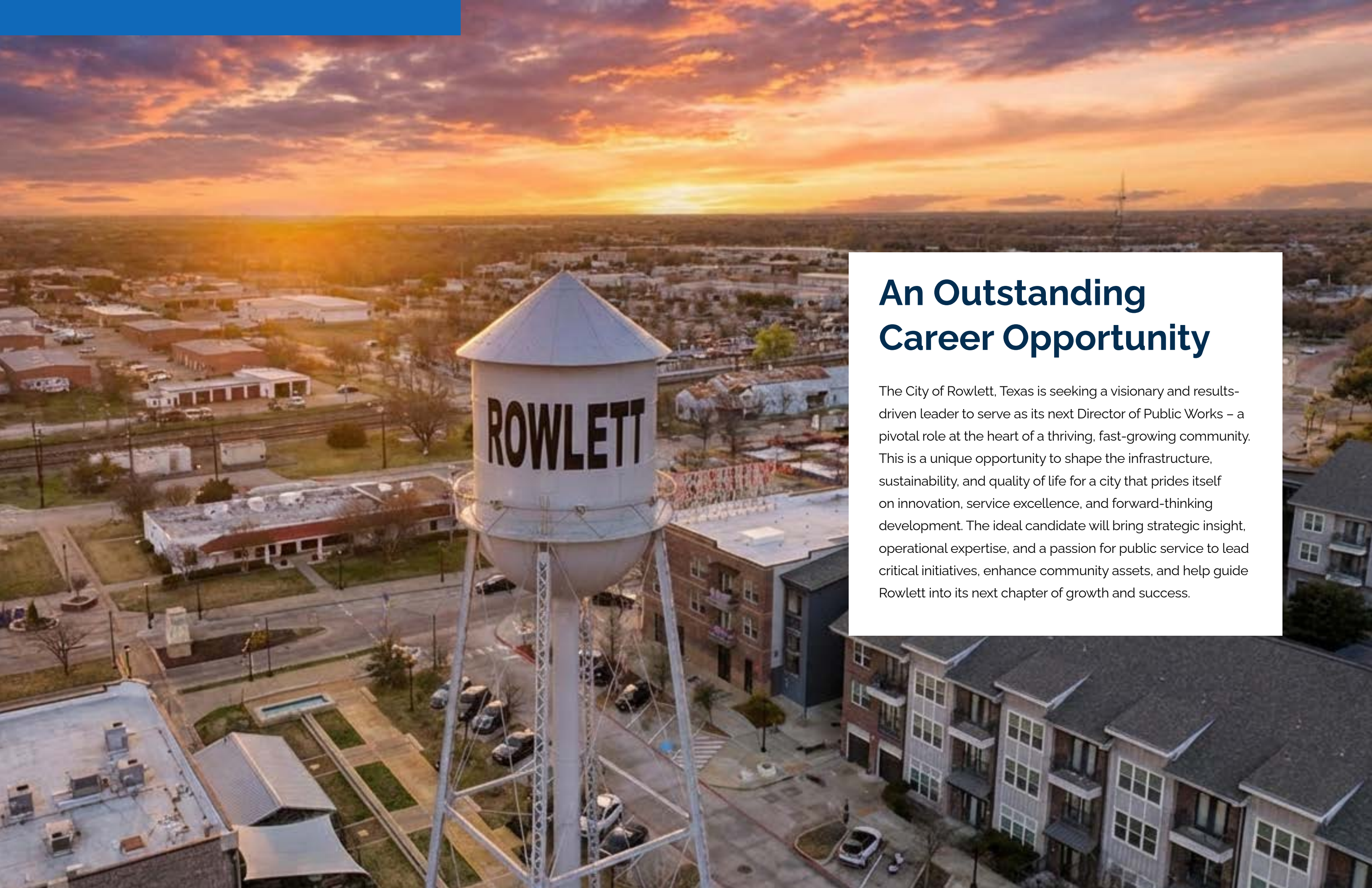




**DIRECTOR OF PUBLIC WORKS**  
City of Rowlett, TX

Recruitment Services Provided By





## **An Outstanding Career Opportunity**

The City of Rowlett, Texas is seeking a visionary and results-driven leader to serve as its next Director of Public Works – a pivotal role at the heart of a thriving, fast-growing community. This is a unique opportunity to shape the infrastructure, sustainability, and quality of life for a city that prides itself on innovation, service excellence, and forward-thinking development. The ideal candidate will bring strategic insight, operational expertise, and a passion for public service to lead critical initiatives, enhance community assets, and help guide Rowlett into its next chapter of growth and success.

# About Rowlett

Rowlett is home to nearly 68,000 residents and sits along the shores of Lake Ray Hubbard in far east Dallas County and west Rockwall County. Just 20 minutes from downtown Dallas, the community is uniquely positioned on two peninsulas that extend into the lake, offering more than 30 miles of beautiful shoreline. Residents and visitors alike enjoy kayaking at Scenic Point Park, lakeside picnics, outdoor recreation, and a variety of water activities – making Rowlett one of the region's few cities able to offer a true lakeside lifestyle.

Rowlett is known for its welcoming, close-knit atmosphere and the high quality of life it offers. The community features award-winning schools, diverse shopping options, affordable housing, excellent healthcare, and a vibrant calendar of community events. With the President George Bush Turnpike and the DART Blue Line providing convenient access throughout the metroplex, Rowlett has become a desirable location for new development, business expansion, and residents seeking a balance of urban amenities and natural beauty.





# Rowlett City Government

The City of Rowlett operates under a Council-Manager form of government. The Mayor is elected at-large, and the City Council consists of representatives elected for staggered terms. The City organization delivers a full range of services, including public safety, public works, utilities, community development, parks and recreation, and finance. The City values high-performance operations, innovation, fiscal responsibility, and exceptional customer service. The City of Rowlett's FY2026 General Fund Budget is \$70.3 million, and the total all-in budget for the current fiscal year is \$262 million. The total number of approved FTE positions employed by the City in FY2026 is 573.



# The Public Works Department

The Rowlett Public Works Department maintains city infrastructure, including streets, water distribution, wastewater collection, and drainage. The department ensures essential services like water quality and road maintenance, along with other important quality of life amenities. The divisions within the Public Works Department are Engineering, Facilities, Public Works Administration, Streets, and Vehicle Maintenance.

The Public Works Department is led by the Director of Public Works. Assisting the Director in leading the various divisions in the department are two utility operations managers, a transportation manager, a public works manager, and a manager of assets and fleet. There is a total of 65 staff members who provide service in the Public Works Department that are supported by a FY2026 operating budget of \$9.9 million.

Key service metrics for the Rowlett Public Works Department include:

- **Streets:** Public Works maintains over 475 miles of street and alley pavement.
- **Water and Sewer:** Public Works maintains 323 miles of pipeline delivering 2.57 billion gallons of water annually. Also maintained are 284 miles of sewer, 177 miles of storm drain, 2,688 fire hydrants, 3,440 manholes, 25 sewer lift stations, and 4 water towers.
- **Safe Travels:** The Traffic Division operates, maintains, and services 30 signalized intersections, 46 school zone lights, four emergency signals, and one pedestrian signal.
- **Signs:** Rowlett owns and maintains 8,432 signs, whose placement and replacement are determined by new construction, condition of existing signs, and engineering standards. These include stop signs, parking signs, etc.
- **Fleet and Equipment:** Public Works maintains 230 wheeled units and 159 pieces of equipment. With limited resources, the Fleet Services division provides dealership-quality service to ensure Rowlett's public safety and first responders can do their jobs with complete confidence in the vehicles that convey them.

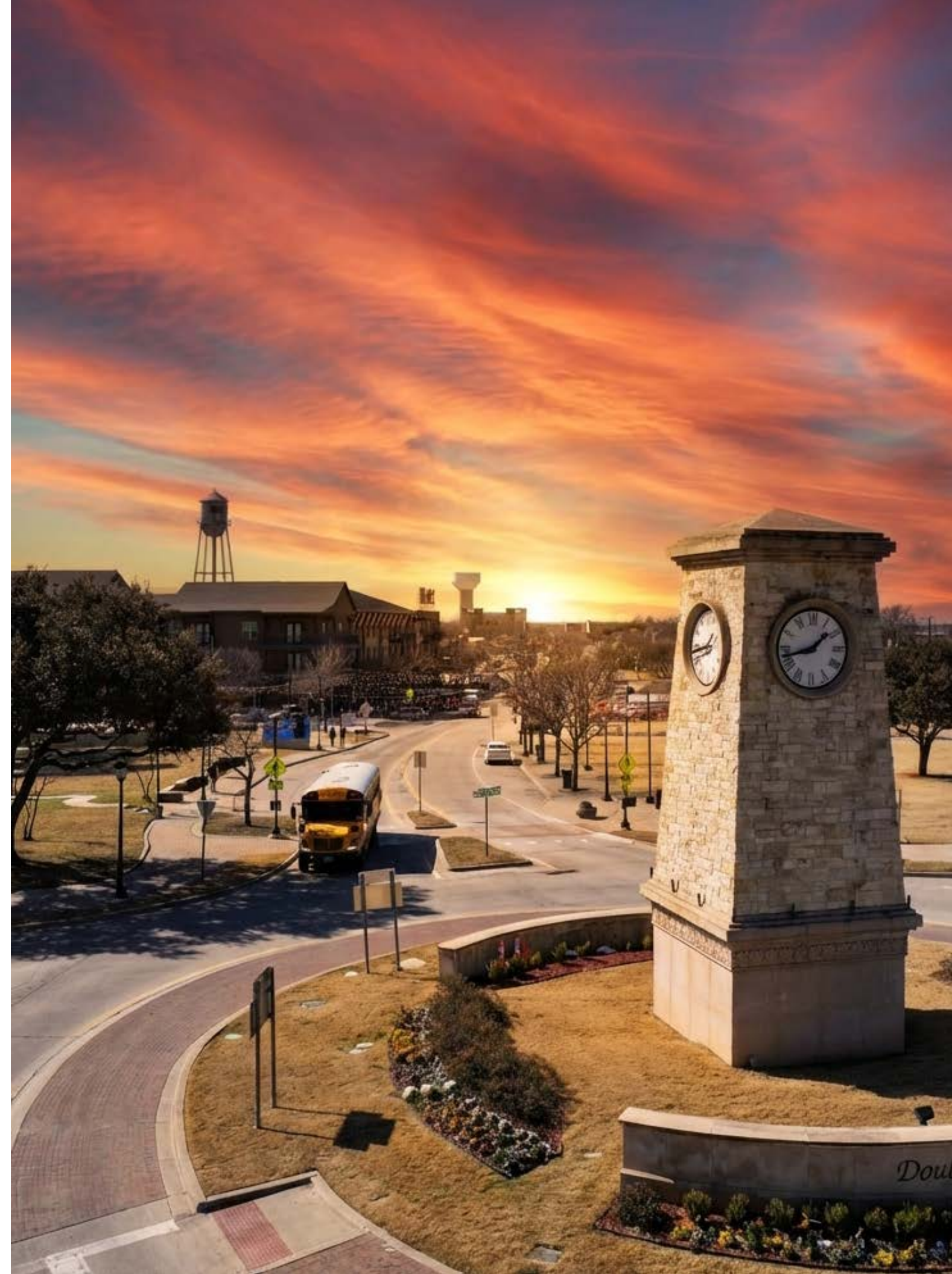
**\$ 9.9M**  
Operating Budget

**65FTE**  
Employees

# The Position

Reporting to the Assistant City Manager, the Director of Public Works directs the Public Works Department with responsibility for the operation, planning, administration, financial management and inter-governmental relations for public works and development activities. This position is additionally responsible for developing and analyzing departmental policies, serving as the departmental liaison with City boards/commissions, City Council and citizens, along with providing professional services and interfacing with other City departments and citizens. Key responsibilities include:

- Managing, organizing, directing, and evaluating the Public Works Department programs and activities to include streets, sewer and storm water maintenance, engineering, traffic control, water distribution and sewer systems collection, facilities maintenance, fleet services, and the Capital Improvements Program.
- Managing department operations by developing and executing budgets, overseeing contractual agreements and issues with various utility providers, contractors and consultants.
- Managing the implementation of new programs; creating and implementing the departmental work plan that supports the overall organizational work plan.
- Monitoring the capital improvement budget and projects; and overseeing long-range planning studies.
- Providing information to City management for establishing policy for municipal maintenance and improvements.
- Supervising the preparation of construction estimates, bid proposals, specifications, and time schedules for various projects.
- Assuring compliance with federal and state laws and ordinances relating to storm water quality, all safety policies and procedures; all federal, local and state laws and regulations; and all safety procedures.
- Preparing and monitoring the departmental budget; assigning, evaluating, and supervising performance of subordinate staff.
- Investigating and resolving citizen complaints. Making presentations/proposals to City Council and various boards/commissions as required.





# Exciting Career Opportunities

The next Director of Public Works in Rowlett will have many opportunities to build a legacy of impact, as the city continues to grow and develop in ways that enhance the quality of life of its residents and visitors. A few of these opportunities include:

- The next Director of Public Works will be challenged to address matters of aging infrastructure, especially sewer infrastructure in Rowlett. This critically important work will improve the quality of life for residents and provide the successful candidate with a gratifying opportunity to make a difference in the community.
- An approximately \$85 million Civic Center project is currently in the process of site assessments. This project will include a new Public Safety Center, City Hall, and Animal Shelter and will provide the next Public Works director with an opportunity to deliver a high impact project for the City.
- Given that managing the City's Capital Improvement Program is a key element of the Director of Public Works's portfolio of responsibility, opportunities to get projects accomplished that improve the community will provide the next Director with many rewarding opportunities for success.

# The Ideal Candidate

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

- **Leadership:** A confident, decisive, and ethical leader who earns the trust and respect of the City Council, executive leadership, staff, and the broader community. The successful candidate will bring a strong presence, lead with integrity, fulfill commitments, and make difficult decisions when necessary.
- **Adept 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 a shared purpose.
- **Public Works Expertise:** A proven track record of public works leadership and a high energy level that is needed to get important work done for the City. Deep experience in managing functions such as capital project delivery, engineering, streets and drainage, utilities, fleet and facilities, and internal services will be highly valued by the City of Rowlett.
- **Capital Project Experience:** Experienced in overseeing large-scale, complex, and high-profile infrastructure projects. The innate ability to combine technical knowledge with political sensitivity, ensuring projects are completed on time, on budget, and aligned with community goals.

## Qualifications

The following education, training, and experience are required; however, equivalent combinations of education, experience, and training that provide the required knowledge, skills, and abilities to perform the essential functions of the position may be considered.

**Education:** Bachelor's degree in Business or Public Administration, Civil Engineering, or related field.

**Experience:** At least eight (8) years of progressively responsible experience involving the design, construction, maintenance and operation of a variety of public works related functions, including at least five (5) years in a supervisory role. Municipal development experience in a reasonable growth environment is highly desirable.

### Desirable Qualifications:

- Professional Engineer (PE) licensed in Texas.
- Master's degree in any of the fields of study noted above.





# Salary & Benefits

The salary range for the Director of Public Works is **\$131,975 to \$197,962**. Placement in the range will be commensurate with the experience, education, etc. of the selected candidate. The City of Rowlett offers a comprehensive benefits package as described below.

**Retirement:** The City participates in the Texas Municipal Retirement System (TMRS) and offers a voluntary, deferred compensation 457 retirement plan option to assist employees in preparing for their future retirement. The employee TMRS contribution is 7% of their gross salary, and the City matches the employee deposits at a rate of 2:1 or 14%.

**Work Schedule:** The City of Rowlett places a high degree of emphasis on work/life balance and provides its employees with a 4-day work week.

**Health, Dental, and Vision Insurance:** Several City paid plans are available.

**Paid Leave:** 10 days of vacation and 10 days of sick leave are accrued during the first year of service. In addition, 11 paid holidays are observed by the City.

**Relocation Assistance:** Relocation reimbursement may be available to the selected candidate, depending on the specific relocation circumstances.

The full description of benefits provided by the City of Rowlett can be viewed [here](#).

# Application & Selection Process

Interested candidates should **apply immediately**. **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](http://www.mosaicpublic.com/careers)

## CONFIDENTIAL INQUIRIES ARE WELCOMED TO:

Bryan Noblett | [bryan@mosaicpublic.com](mailto:bryan@mosaicpublic.com) | (916) 217-3696

Information submitted for consideration may be made available to the public in compliance with the Texas Open Records Act.

*The City of Rowlett is an Equal Opportunity Employer.*

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