



PUBLIC WORKS DIRECTOR

Arapahoe County, CO

Recruitment Services Provided By



The Opportunity

Arapahoe County, Colorado seeks an experienced, strategic executive to serve as their Public Works Director. The Public Works Director provides professional leadership for the Public Works Department which is comprised of Transportation, Engineering, Support Services and Operations (Road & Bridge), Construction Management, and the Capital Planning Divisions. This position plans, organizes and directs the operations and activities of a department responsible for a multi-million-dollar budget and a billion-dollar infrastructure system. The successful candidate does not necessarily need to be the technical expert or a Professional Engineer, but must have sufficient technical judgment to effectively lead and support engineering and other technical professionals.



About Arapahoe County

Located in the heart of the Denver metropolitan region, Arapahoe County is one of Colorado's most dynamic and diverse counties. Home to thriving businesses, vibrant neighborhoods, top-tier healthcare, and abundant recreational opportunities. Arapahoe County offers an exceptional quality of life for residents, entrepreneurs, and visitors alike.

Arapahoe County sits at the center of Colorado's economic engine, providing easy access to downtown Denver, major transportation corridors, and regional destinations. The county includes a mix of urban, suburban, and rural communities, creating opportunities for businesses and families at every stage of growth.

From the vibrant urban energy of Aurora to the family-friendly neighborhoods of Centennial, Littleton, and Englewood, Arapahoe County offers a wide range of communities that reflect Colorado's entrepreneurial spirit and welcoming culture.

Residents enjoy hundreds of miles of trails, scenic open spaces, golf courses, and recreational facilities. Whether exploring the natural beauty of Cherry Creek State Park or enjoying community parks and local events, outdoor adventure is always close to home.

Arapahoe County is dedicated to delivering high-quality public services, supporting public safety, promoting economic development, and fostering a transparent and responsive government. County leaders work collaboratively with residents, businesses, and community organizations to address today's challenges while planning for tomorrow's opportunities.

COLORADO'S FIRST COUNTY, WHERE GOOD THINGS GROW.





County Government

The seat of Arapahoe County is in Littleton, where many county administrative offices are located. Arapahoe County is a constitutional subdivision of the State of Colorado. Unlike cities, it can exercise only those powers granted by the state constitution and state law. The county's governing body is the five-member Arapahoe County Board of County Commissioners.

Commissioners are elected from five districts and serve four-year terms. The board functions as the county's legislative, governing, and administrative authority. The County operates with an \$819 million dollar budget, overseen by 2,755 dedicated employees. Explore the 2026 Arapahoe County budget [here](#).

The Department

The newly reconstituted department will house approximately 87 staff members within four divisions: operations, construction management, capital planning and support services.

- **The Operations Division** (49 FTE) focuses on right of way maintenance including shoulders and roadside drainage, maintaining County pavement and concrete roads and snow removal.
- **The Construction Management Division** (20 FTE) manages all road-way permitting including right-of-way permitting, traffic engineering, signals and traffic operations, construction management as well as road and bridge inspection and environmental impact and services.
- **The Capital Planning Division** (12 FTE) manages capital improvement projects, transportation planning, asset management, and hydraulic engineering.
- **The Support Services Division** (6 FTE approx.) supports the department with finance, budget, invoicing, purchasing, GIS, and general administration needed across all divisions.

The Public Works Department manages a \$34 million annual operating budget that covers staffing, services, supplies, materials, and road maintenance activities. There is an additional \$12 million per year in roadway capital improvement funding for a total of \$46 million per year. The County also manages a separate capital roadway fund balance that varies from year to year. The Department currently carries an approximate \$40 million fund balance for in-progress and future capital roadway improvements.



\$ 34M Operating Budget **\$ 12M** CIP Budget **87FTE** Employees



The Position

This position reports directly to the Board of County Commissioners. As a part of the Executive Team, it is critical to maintain relationships with all elected and appointed directors, particularly the Director of Fleet and Facilities Management and the Director of Community Development which were recently reorganized to streamline the efforts of each division while improving customer service to constituents in Arapahoe County.

Key Responsibilities include:

- **Departmental Leadership & Direction:** Sets the strategic vision, provides general direction, and supervises Division Managers and department staff—including performance management, hiring, termination, and establishing standards—to ensure alignment with departmental and county goals.
- **Departmental Planning & Oversight:** Plans and directs departmental work; schedules regular meetings with Division Managers to review divisional and departmental initiatives.
- **Division Initiative Support:** Provides general direction and leadership to Transportation, Engineering, Support Services and Operations (Road & Bridge), Construction Management, and Capital Planning Divisions.
- **Service Delivery Evaluation:** Monitors and evaluates the efficiency and effectiveness of service delivery methods and procedures; assesses and monitors workload; and identifies opportunities for improvement.
- **Public Communication & Engagement:** Communicates department decisions to the public; attends meetings; makes presentations to commissions and citizen groups; and meets with citizens to answer questions and respond to complaints or problems.
- **Stakeholder Coordination:** Communicates and coordinates with elected officials, department directors, supervisors, vendors, engineers, contractors, law enforcement personnel, the public, outside agencies, and other individuals as needed to review status of work, exchange information, resolve problems, or give/receive advice and direction.
- **Committee & Emergency Management Participation:** Serves on key committees (Executive Team, Capital Improvement Committee); acts as an active member of the emergency management team, addressing crisis situations such as flooding and major snow operations.
- **Safety Oversight:** Ensures adherence to established safety procedures; oversees the safety of employees and others through ongoing development and training of safety procedures and programs.
- **Continuous Improvement:** Identifies and implements opportunities for process improvement and innovation within the department.
- **Budget Oversight:** Provides oversight and direction of the departmental budget and allocation of resources to meet desired service levels and goals established by the Board of County Commissioners.

Ideal Candidate

The ideal candidate will be able to lead a large, complex public works organization beyond day-to-day operations; anticipate infrastructure, growth, development, and service needs; and translate the Board's priorities into a clear long-term direction. The ideal candidate for the Public Works Director in Arapahoe County will possess certain traits and experiences that will lead to success:

- Will demonstrate substantial knowledge of public works operations, including transportation, roads and bridges, engineering, capital projects, development, and infrastructure.
- Make sound, timely decisions involving competing priorities, significant financial consequences, public safety, regulatory requirements, and political/community interests. Knows when an issue requires Board involvement and when it should be resolved administratively.
- Can successfully work with five independently elected Commissioners, communicate candidly and objectively, navigate differing perspectives, and provide professional recommendations without becoming political.
- Operate as a County executive first and department director second. Work effectively with the other executives who also report directly to the Board, avoid departmental silos, and understand that major County issues frequently require shared ownership rather than simply protecting Public Works' interests.
- Build a strong leadership team, delegate appropriately, hold leaders accountable, develop talent, and create a culture where technical professionals can raise concerns and disagree constructively. The Director should lead the experts rather than try to be the expert in every discipline.
- Can explain complicated engineering, development, transportation, and infrastructure matters in understandable terms to Commissioners, residents, developers, and other stakeholders; and handle contentious public issues calmly and credibly.



Qualifications

The following are both the minimum and preferred qualifications for the position of Public Works Director.

Minimum Education and Experience:

- Bachelor's degree in civil engineering, public administration, business administration, construction management, or related field
- At least 10 years of relevant and progressive experience, requiring the demonstration of leadership skills in public works, infrastructure, transportation, engineering, development, or a comparable complex organization.
- At least 5 years of supervisory/management experience; or
- Any equivalent combination of education and work experience that satisfy the requirements of the job will be considered.

Preferred Education and Experience:

- Bachelor's or advanced degree in civil engineering and/or registration as a Professional Engineer (PE), particularly where accompanied by significant public-sector executive leadership experience.





Salary & Benefits

The hiring range for the Public Works Director is dependent on qualifications and experience. Anticipated ranges are listed below:

- **2026 Range:** Min \$138,967 | Mid \$180,712 | Max \$222,456
- **Anticipated 2027 Range:** Min \$172,981| Mid \$224,943| Max \$276,904
- **Anticipated Hiring Rate:** \$202,449 DOQ

Arapahoe County offers a comprehensive and flexible benefits program designed to support employees' well-being and meet the diverse needs of individuals and their families. Reflecting the County's commitment to fostering a healthy, supported, and engaged workforce, benefits include but are not limited to:

- Medical, Dental, and Vision Insurance
- Flexible Spending Accounts
- Medical Gap plans
- Life and AD&D Insurance
- Disability Insurance
- Retirement Plans
- Paid Vacation, Sick and Holidays



Application & Selection Process

Interested candidates must submit a compelling letter of interest and comprehensive résumé by **Wednesday, December 9, 2026**, at:

www.mosaicpublic.com/careers

CONFIDENTIAL INQUIRIES ARE WELCOMED TO:

Ms. Julie Baca, Senior Consultant | julie@mosaicpublic.com | (970) 209-0404

The County of Arapahoe is an Equal Opportunity Employer.

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