



**LakeCounty**  
Department of Public Works

## **DIRECTOR OF PUBLIC WORKS**



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**EXECUTIVE RECRUITMENT**

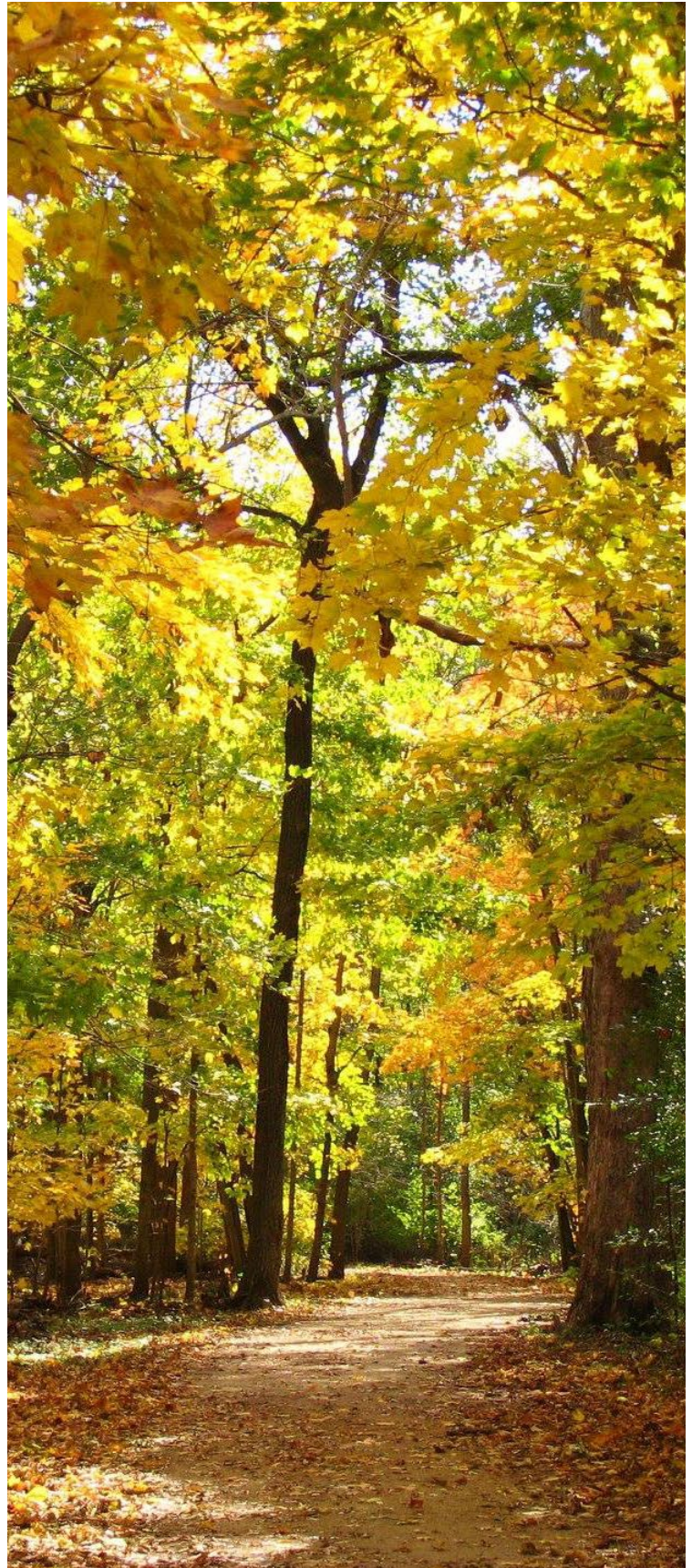


# DIRECTOR OF PUBLIC WORKS LAKE COUNTY, ILLINOIS

## THE COMMUNITY

Lake County offers a quality of life that is unmatched. Lake County is home to more than 700,000 residents and 28,000 businesses ranging from small family-owned businesses to major corporations including Abbott Laboratories, Baxter Healthcare Corporation, Takeda Pharmaceuticals North America and the Vista Health System. The County includes charming rural communities, thriving urban and suburban communities, pastoral unincorporated areas, and exciting entertainment and shopping venues. There is also a wide variety of recreational opportunities found throughout the miles of Lake Michigan shoreline, the Chain O'Lakes and the highly acclaimed Lake County Forest Preserves system. Lake County is located along the shore of Lake Michigan 30 miles north of Chicago and 40 miles south of Milwaukee. In addition to Lake Michigan, Lake County is home to 170 other lakes and rivers, 400 miles of streams and thousands of acres of wetlands and preserved wildlife areas.

The county seat is in Waukegan and the headquarters of the Public Works Department is in Libertyville. In addition to unincorporated areas, the county has 52 municipalities including Highland Park, Lake Forest, Lake Zurich, Barrington, Fox Lake, Deerfield, Libertyville, and many others. Gurnee is home to Six Flags Great America, Gurnee Mills Shopping Mall and the Great Wolf Lodge and Water Resort. Other Lake County attractions include the Ravinia Music Festival, a large outdoor entertainment venue in Highland Park, the North Point Marina in Winthrop Harbor, and Waukegan Harbor. Lake County is also home to the Great Lakes Naval Station, the United States Navy's Headquarters Command for Training and the Navy's only recruit training center. Lake County's public school districts are listed among the best in the state, with many of its schools ranking among the best in the nation.







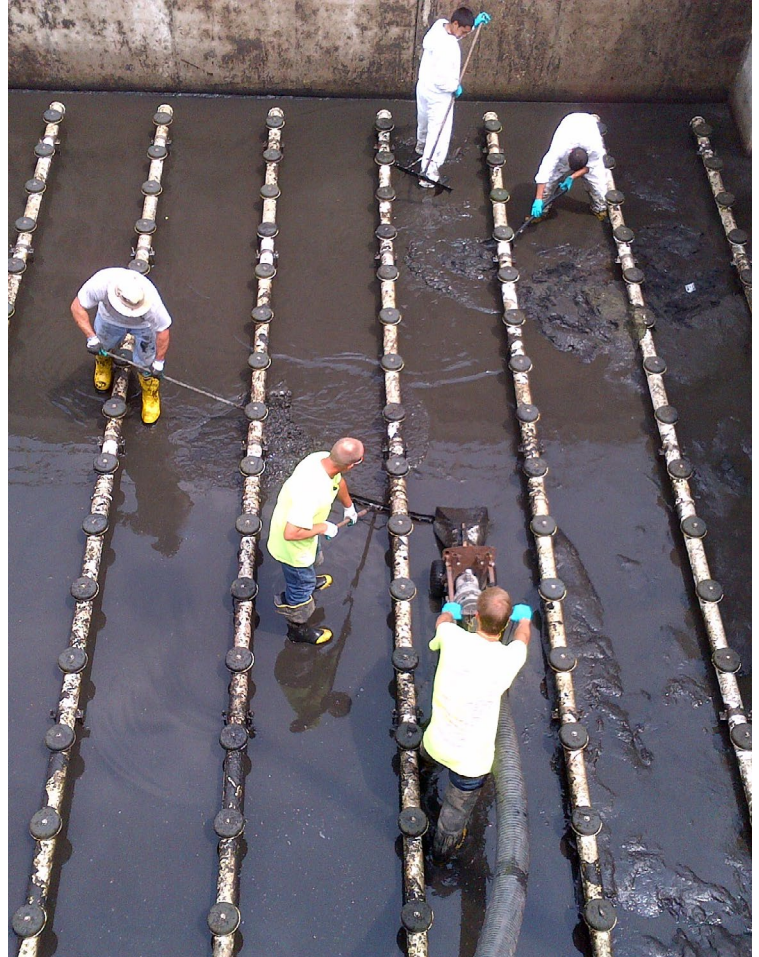
## THE POSITION IN BRIEF

The Director of Public Works for Water and Sanitary Services reports to the County Administrator. Appointment is following recommendation by the County Administrator with advice of the County Board Chair and approved by majority of the County Board. The Director oversees a \$62 million enterprise fund that provides critical water and sewer service to about 40% of Lake County's widely distributed population. While service is primarily within unincorporated areas, Lake County Public Works also provides service through a number of intergovernmental and other agreements. The department has just under 100FTEs in three divisions: Operations, Engineering and Budget and Finance. The highway and roadway systems of Lake County are maintained by a separate department.

The Department owns, operates, and maintains 11 public water distribution systems and 7 wastewater collection systems comprised of over 290 miles of water main, 23 wells, 10 water reservoirs, 8 water towers, 3 wastewater reclamation facilities, over 470 miles of sanitary sewer pipe, 7 regional interceptor sewers, 107 sanitary lift stations, 1 excess flow facility and 1 mile long levee.

## THE COUNTY ORGANIZATION

Lake County is a large organization consisting of more than 30 departments and divisions that provide a full range of services including: law enforcement, water and sewage treatment, public health, criminal justice, transportation, finance, human resources, workforce development, stormwater management, land use planning, building inspections and emergency management. The county has approximately 2,700 employees, an approximate budget of \$604 million and is governed by a 21 member elected Board who serve either a four year or two year term. The Board appoints the County Administrator who serves as the Chief Administrative Officer with oversight of all appointed department heads, including the Director of Public Works.





## EXPECTATIONS, KEY JOB RESPONSIBILITIES AND PROJECTS

The next Director of Public Works is expected to be a strategic and visionary leader capable of working collaboratively and building and developing a strong team. The list below highlights some of the expectations, key job responsibilities and projects that the director can expect to lead.

- Lead the implementation of the department's [2022-2026 Capital Improvement Program](#).
- Sets priorities for the department's budget and works closely with County Administration and the Chief Financial Officer to ensure the Department's finances are well managed.
- Meets regularly with Division Managers and other leaders in the Public Works Department, develops relationships and works with this team to ensure they are managing their operations efficiently and effectively.
- Develops and prioritizes Departmental operating goals and objects. Monitors progress towards those goals and accepts responsibility for meeting those goals.
- Continue with the analysis and potential acquisition and/or merger of outlying smaller, independent water and sanitation districts.
- Review operations from an energy and sustainability perspective and bring best environmental practices to Lake County.
- Foster an organizational culture that is positive and embraces values of professionalism, fiscal responsibility and solid environmentally sound practices.
- Focus and work with other County departments to develop potential opportunities for service & expertise sharing, collaboration, and operational improvements.
- Review and update intergovernmental agreements. The Department operates with several intermunicipal agreements and the next Director needs to develop and maintain a system for ensuring the agreements remain up to date and mutually beneficial for both parties.





## CANDIDATE QUALIFICATION CRITERIA



The following education, experience, leadership and management criteria have been identified by Lake County as important skills and abilities for the successful candidate to possess.

### CANDIDATE MUST HAVES

- A registered professional engineer, hold a degree in engineering from an accredited institution of higher learning, or have at least 10 years of professional, management-level experience in either a municipal or county public works department.
- Excellent interpersonal and communication skills, able to connect with and relate to a wide variety of individuals and stakeholders.
- Strong skills in strategic and financial planning & management, with a track record which demonstrates the candidate's experience in these areas.



### THE IDEAL CANDIDATE WILL BE

- A collaborative leader with a communicative, team-oriented management style who is capable of mentoring and coaching staff.
- An effective communicator able to relate highly technical and complex information to a wide variety of audiences.
- An innovator and strategic leader, able to anticipate challenges, consider new approaches and to develop strategies to keep Lake County at the forefront of progressive industry practices.
- An individual able to build and maintain strong partnership and relationships with a wide variety of diverse stakeholders.
- A strong project manager who can ensure that major initiatives are delivered on time and within budget.
- A strong leader who can establish expectations and hold individuals accountable to meet those expectations.
- Someone that is knowledgeable of the current and future leaning best practices in water, wastewater, related EPA regulations, and able to translate theory into practice to benefit the organization and community.
- An individual that is personally committed to customer service and able to instill that value throughout the department.





## COMPENSATION AND BENEFITS

We expect the starting salary of the selected candidate to fall within the range of \$156,161– \$194,902 +/- DOQ with excellent benefits. Lake County provides an excellent and comprehensive benefits package, including the potential for flexible schedules and some remote work options.

## HOW TO APPLY

Interested candidates should apply by July 21, 2023 with resume, cover letter and five professional references to: Riccardo (Rick) Ginex, Vice President, GovHRUSA. Apply online at [www.GovHRjobs.com](http://www.GovHRjobs.com). Lake County is an Equal Opportunity Employer.



# EXECUTIVE RECRUITMENT