



DIRECTOR OF PUBLIC WORKS



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DIRECTOR OF PUBLIC WORKS CITY OF JACKSON, MISSISSIPPI

THE POSITION IN BRIEF

The City of Jackson, MS (pop. 153,700) seeks a skilled and innovative public works leader to direct the operations of its Public Works Department. The successful candidate will be an individual of high integrity with well-developed management and administration competencies and a commitment to equitable resource management. The Director will report to the Chief Administrative Officer and serve as a key member of the City's senior leadership team. Jackson's water and sewer operations are currently under the authority of a third-party manager and will not be the purview of the Public Works Department.

THE CITY

Jackson is the principal city of the Jackson Metropolitan Statistical Area (MSA), which has a population of close to 600,000 residents. Jackson is considered "the Crossroads of the South" because of its location halfway between Atlanta and Dallas to the east and west, and Memphis and New Orleans to the north and south. Jackson-Evers International Airport (JAN) is located just six miles east of Downtown Jackson and houses four major airlines (American, Delta, Southwest, United).

Widely known for its role in the Civil Rights Movement, Mississippi's capital city is also a seat of cultural, educational, environmental, and industrial significance. Both the University of Mississippi Medical Center and historically Black Jackson State University call Jackson home, along with satellite campuses for three other state universities and a host of smaller private colleges. The city offers a range of art, science, and history museums, the Jackson Zoo, and year round outdoor activities facilitated by a favorable subtropical climate, dozens of city parks, a network of trails and paths, inland beaches, LeFleur Bluff State Park, and the Pearl River.



THE CITY ORGANIZATION

The City of Jackson operates under a Mayor-Council form of government. City Council members serve concurrent terms and are elected in one of seven wards while the Mayor is elected at-large. Mayor Chokwe Antar Lumumba was elected to a second four-year term in 2021.

The City had an FY2021-22 adopted budget of \$128.8 million across [10 departments](#). In 2019, after extensive community input, Mayor Lumumba introduced a bold [strategic plan](#) focused on his vision of "Building a Pathway to Human Dignity." The strategic plan comprises five broad goals with related initiatives and strategies intended to cultivate a Dignity Economy in Jackson.

VISION

"Building a Pathway to Human Dignity"

GOALS

1. Healthy Citizens
2. Affordable Homes in Safe Neighborhoods
3. A Thriving Educational System
4. Occupational Opportunities in a Growing Tax Base
5. A City Open and Welcoming to Visitors





DEPARTMENT OF PUBLIC WORKS BY THE NUMBERS

Annual Budget **\$40 million**

Employee Headcount **256**

Capital Budget **\$24 million**

1,200 miles of roads

422 traffic signals

150 facilities

1,058 vehicles



PUBLIC WORKS DEPARTMENT

The newly restructured Public Works Department includes solid waste, facilities, fleet, paved streets, infrastructure capital projects, and engineering and architecture, and is expected to have an annual operating budget of \$40 million and an approximate headcount of 256 full-time employees. The Public Works Department manages \$24 million in capital projects, maintains 1,200 miles of roads, 422 traffic signals, and 150 facilities; manages a fleet of 1,058 vehicles and 218 miscellaneous pieces of equipment such as trailers, golf carts, ATVs, etc.; and conducts annual inspections through its FOG (Fats, Oils, and Grease) Control Program. Public Works also administers the solid waste collection contract, which provides twice weekly trash pickup.

Key Priorities and Projects

The Public Works Director is the lead for the Integrated Infrastructure Plan (IIP), an initiative related to the strategic goal of establishing safe and affordable communities. In addition, the Public Works Department supports several other strategic initiatives related to broadband and the Downtown District. Implementation of these initiatives will involve ongoing public outreach and participation, and as such, the next Director should expect to devote regular time to community engagement.

A top priority for the Mayor is improving economic inclusion, which is critical to sustaining a Dignity Economy. The City can influence this outcome by ensuring that diverse local suppliers can access the millions of dollars it spends annually in contracts and purchases. The next Director will be expected to support this effort with an inclusive approach to program management and contracting.



IDEAL CANDIDATE

The City seeks candidates with a broad knowledge of public works subspecialties and high-level operational and human resource management capabilities. The ideal candidate will be forward-looking and proactive and have a track record of cultivating productive teams with positive morale. They will have an open, engaging communication style that enables them to be a clear and credible messenger to citizens, the media, community stakeholders, and intergovernmental partners. In addition, strong program and project management competencies will be paramount to facilitating an effective and inclusive capital program.

Qualifications: Bachelor's degree from an accredited college or university with major coursework in civil engineering or a related field. Eight (8) years of increasingly responsible experience in public works management, construction engineering and management, or a related field, of which four (4) must include administrative and supervisory responsibility. The incumbent must establish permanent residency within the City of Jackson within 90 days after employment.





COMPENSATION & BENEFITS

The salary range for this position is \$126,000-150,000. Benefits include medical insurance with an 85% premium match; a 100% fee-free employee health clinic; dental insurance; life insurance; and disability insurance. The City of Jackson contributes 17.5% towards eligible employees salary for retirement in the Public Employees Retirement System (PERS).

HOW TO APPLY

Apply as soon as possible for best consideration. First review of applications on **September 1, 2023**. Apply no later than **September 22, 2023** at www.GovHRjobs.com to the attention of Dele Lowman, Senior Vice President, 630 Dundee Road, #225, Northbrook, IL 60062.

Affirmative Action

The City of Jackson recognizes that its commitment to equal employment opportunity entails the responsibility to ensure that every reasonable effort is made to obtain a representation of diverse groups, women, and persons with disabilities among city employees by taking affirmative action to increase the representation of diverse groups, women, and persons with disabilities in the city workforce as appropriate.

Equal Employment Opportunity

It is the policy of the City of Jackson to employ, retain, promote, terminate, and otherwise treat all employees and job applicants based on merit, qualifications, and competence. This policy shall be applied without regard to any individual's gender, gender identity, sexual orientation, race, color, ancestry, religious creed, national origin, pregnancy, childbirth or related medical condition, age, marital status, and disability, so long as occupational qualifications are met.



EXECUTIVE RECRUITMENT