



ALLEGHANY COUNTY, VA
DIRECTOR OF PUBLIC WORKS



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Alleghany County, VA (pop. 15,223) is seeking a highly skilled and experienced Director of Public Works to lead the department focused on water, wastewater, and solid waste management operations. This pivotal role requires a visionary leader with strong management capabilities, a deep understanding of public works operations, and a commitment to serving the community. The ideal candidate will foster a positive work environment, prioritize employee engagement, and drive continuous improvement in their infrastructure and services.

ABOUT THE COUNTY:

The County is in the western part of the state and known for its rich history, natural beauty, and outdoor recreational opportunities. The County is bordered by the Allegheny Mountains and is part of the Roanoke Region. Alleghany County took its name from the mountain range in which it is located. The County comprises approximately 452 square miles of which nearly 50% is in the National Forest. The County surrounds one city, Covington, which forms the principal center of population and is the county seat. The Towns of Clifton Forge and Iron Gate are also within the county.

The biggest boost to industrial progress in the area was the decision in 1899 by the West Virginia Pulp and Paper Company to locate a mill at Covington. It is one of the largest employers in the County providing jobs to over 1,000 people and has contributed to its population growth over the years. In addition, it has significantly contributed to the local economy and supported many families over the decades. Also, the mill has played a role in the development of local infrastructure and community service, and its presence has helped shape the identity and growth of the region.



The government of Alleghany County has been very progressive in developing and supporting policies for economic growth and for improved services for the citizenry. An essential element for this approach is creating and maintaining cooperation among the Alleghany Highlands' local governments and partner agencies of the area where it is mutually advantageous to do so. At the present time, there are many cooperative activities among the jurisdictions.

Alleghany County is governed by a seven-member Board of Supervisors and operates under the County-Administrator Form of government. The County is divided into seven magisterial districts, and each supervisor is elected by and represents a magisterial district. The Board approves the policies that govern the operation of the County and is responsible for adoption of the budget, adoption of the Capital Improvement Plan, setting tax rates and utility rates, and appropriating funds. The Board appoints a County Administrator who carries out the policies adopted by the Board.

Outdoor Activities: The Alleghany Highlands offer exceptional outdoor recreation, including mountain biking, hiking, and world-class fly fishing. Notable spots include the Jackson River Scenic Trail and Falling Spring Falls.

Cultural Attractions: The Alleghany Highlands offers a variety of cultural attractions that highlight its rich history and natural beauty.

- **Humpback Bridge:** This is the oldest surviving covered bridge in Virginia, built in 1857. It is a popular spot for photography and picnics.
- **Falling Spring Falls:** An 80-foot waterfall that is one of the most scenic spots in the County. It is easily accessible and offers stunning views.
- **Historic Masonic Theatre:** Located in Clifton Forge, this theatre hosts a variety of performances and events throughout the year.
- **C&O Railway Heritage Center:** This museum highlights the rich railroad history of the region with exhibits, restored rail cars, and a working signal tower.
- **Alleghany Highlands Arts and Crafts Center:** This center in Clifton Forge features local artists and craftsmen, offering a range of handmade items and art.
- **Jackson River Scenic Trail:** While primarily known for outdoor recreation, this trail also offers a glimpse into the area's natural and cultural history.

THE DEPARTMENT:

The total FY 2026 operating budget for Alleghany County is \$100,892,735, including school funding. The County General Fund operating budget is \$43,596,415 with 211 full-time positions and approximately 103 part-time positions. Public Works budget revenues for water and wastewater total \$5,773,393 and revenues for solid waste total \$1,725,000.

The Public Works Department has current total of 34 full-time and 4 part-time employees including 5 in the office, 21 in refuse collection and transfer station, and 10 in general (water and sewer) maintenance. They purchase water from the City of Covington and Town of Clifton Forge and contract out the operation of their two County-owned wastewater treatment plants with Environmental Systems Service, Ltd. (ESS). The Department is responsible for all residential garbage collection in Alleghany County and the Town of Clifton Forge. In October 2025, the Board of Supervisors approved a restructuring of the Department of Public Works, which previously included county general services and community development. These functions have now been assigned to their own respective departments.

THE POSITION:

The Director of Public Works will be responsible for, but not limited to, the following:

- Overseeing the planning, design, construction, maintenance, and operation of all county public works infrastructure, including water systems, wastewater systems, and solid waste management.
- Ensuring compliance with all relevant environmental regulations and standards.
- Developing and managing the departmental budget, procurement processes, and contracts.
- Implementing effective asset management and preventive maintenance strategies.
- Leading disaster recovery and emergency response efforts related to public utilities.
- Fostering strong communication and collaboration with county administration, elected officials, community members, and internal staff.
- Promoting a culture of trust, transparency, and accountability within the department.
- Mentoring and coaching staff, delegating effectively, and empowering employees.
- Addressing operational gaps and implementing strategies to avoid micromanagement and lack of communication.
- Continuously seeking opportunities for innovation and modernization of public works operations.



EDUCATION & EXPERIENCE

- A bachelor's degree in a related field is preferred.
- Extensive experience in municipal infrastructure planning and management.
- Demonstrated knowledge of civil engineering principles (primarily water & wastewater systems), including addressing water loss and inflow & infiltration.
- Proficiency in environmental regulations and compliance (water quality, wastewater treatment, and solid waste management).
- Experience with public works budgeting, procurement, and contract management.
- Familiarity with GIS, CAD, or other infrastructure mapping tools is a plus.
- Proven and demonstrated project management experience.



LEADERSHIP & MANAGEMENT TRAITS

- Top Leadership Trait: Empathy and understanding of others, leading by example, solid communication skills, and competence in projects and infrastructure.
- Top Management Trait: Servant leadership, knowledgeable in all operational fields, delegation, coaching and mentoring, openness with employees, building trust to achieve effective management of staff, budgets, and complex projects while maintaining integrity and working under pressure.

IDEAL CANDIDATE

The ideal candidate for the Alleghany County Director of Public Works will be a dynamic and ethical leader who embodies the following characteristics:

- **Exceptional Communicator:** Possessing strong interpersonal skills, the ability to listen effectively, and a commitment to transparent communication with all stakeholders.
- **Trustworthy and Accountable:** Demonstrates unwavering integrity, takes responsibility for actions, and fosters a culture of trust within the department.
- **Empathetic and Employee-Focused:** Leads with empathy, coaches and mentors staff, empowers employees, and prioritizes employee engagement to foster participation.
- **Strategic Visionary:** Capable of understanding the county's demographics and needs, planning for future infrastructure improvements, and modernizing operations.
- **Problem Solver & Adaptable:** Possesses strong problem-solving skills and the ability to adapt to changing circumstances and challenges.
- **Collaborative & Relationship Builder:** Promotes teamwork, works effectively with different departments, and builds strong relationships with community members, elected officials, and external partners.
- **Experience-Driven:** Has a solid background in Public Works, engineering principles, municipal infrastructure planning, environmental regulations, and public works financial management.



APPLICATION PROCESS:

The advertised hiring range for this position is \$89,494 to \$118,154, depending on experience/qualifications. Alleghany County provides a comprehensive benefits program that includes paid leave, health and dental coverage, participation in the Virginia Retirement System, and much more.

Candidates can apply online at govhrjobs.com with a resume, cover letter, and contact information for five professional references. Application review begins May 8, 2026. For more information, contact Sarah McKee, Senior Consultant, at 847-380-3240 ext. 120.

Alleghany County, VA is an Equal Opportunity Employer. The County makes reasonable accommodation for qualified individuals with disabilities throughout the recruitment process. The County is committed to compliance with the American Disabilities Act and is an Equal Opportunity Employer. Diversity and inclusion are critical to their success. They seek to recruit the most talented people from a diverse candidate pool and strongly encourage all qualified candidates to apply.

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