



CAREER OPPORTUNITY

Deputy Director of Public Works

Glenn County, California

Annual Salary: \$108,929 - \$132,412

Annual Salary with at least 10 years of service with Glenn County:
\$114,375- \$139,032

Deadline to Apply: Monday, November 17, 2025

Interviews: To Be Announced

Public Works Agency

The Glenn County Public Works Agency performs a number of management functions and oversees numerous activities in service to the citizens of the county including:

- Issuing and inspecting encroachment and transportation permits for work performed within the public right of way and the movement of extralegal loads on roadways.
- Managing and overseeing flood control districts.
- Managing, operating, constructing, and maintaining public roads, bridges, and various other related road features.
- Managing solid waste operations, county landfill, and the transfer station.
- Managing, operating, constructing, and maintaining airports in Willows and Orland.
- Performing the duties of the county engineer and surveyor.

Find out more at CountyofGlenn.net/PublicWorks

DIVISIONS

Committees & Commissions

- Solid Waste - Waste Management Regional Agency

Public Services Managed by PWA

- Airports
- County Surveyor & Engineer
- Solid Waste & Landfill

Other Operations

- Flood Control
- Road & Bridge Maintenance
- Special Districts



THE IDEAL CANDIDATE

The ideal candidate is a dynamic and strategic leader with a proven track record of managing complex public infrastructure programs and leading multidisciplinary teams. With experience in civil engineering, public works administration, or municipal project delivery, this individual brings deep technical expertise and exceptional communication skills. They possess a collaborative leadership style and the ability to navigate regulatory environments, manage large budgets, and deliver projects that align with community and organizational goals. The ideal candidate is results driven, adaptable, and dedicated to mentoring staff, fostering interdepartmental cooperation, and upholding the highest standards of public service.

THE POSITION

The Deputy Director of the Public Works Agency plays a critical leadership role overseeing the Roads and Engineering Divisions. This position is responsible for the planning, execution, and oversight of major infrastructure projects, public works programs, and disaster recovery initiatives. Working under the general direction of the Agency Director, the Deputy Director provides strategic direction, operational oversight, and interdepartmental coordination to ensure efficient service delivery, regulatory compliance, and community engagement. The role also serves as Acting Director in the Director's absence and represents the agency in meetings with officials, stakeholders, and the public.

Oversees the preparation of solicitation documents for construction projects, manages the bid process including pre-bid conferences and site walk-throughs, responds to bidder inquiries, and administers construction contracts, including budgeting and assisting with regulatory permitting.

- Supervises consultant contracts for public works services, monitors project performance, and ensures departmental processes comply with contract provisions and standards.

- Coordinates with consultants, staff engineers, and other stakeholders to guide the preparation of plans and specifications for public works projects

- Identifies alternative funding sources, coordinates grant and loan applications, secures funding, monitors expenditures, and tracks project outcomes.

[View Job Specifications](#)



EDUCATION & EXPERIENCE

Any combination of experience and training that would likely provide the required knowledge and abilities is qualifying. A typical way to obtain the knowledge and abilities would be:

- Five (5) years of increasingly responsible professional and management experience including three years of supervisory and administrative responsibility.
- Bachelor's degree from an accredited college or university with major course work in public administration, planning civil engineering or related field is desirable.
- Possession of, or ability to obtain, an appropriate, valid California driver's license.
- Possession of a valid Certificate of Registration as a Professional civil engineer or Professional Land Surveyor in the State of California is desirable.

THE COUNTY

Glenn County was incorporated on March 5, 1891. The County seat, Willows was created March 11, 1891. Glenn County was developed out of the northern portion of Colusa County and named for Dr. Hugh J. Glenn, who was the largest wheat farmer in the state during his lifetime and a man of great prominence in the political and commercial life in California.

Glenn County is located in the northern central valley of California, approximately 75 miles north of Sacramento and 110 miles northeast of the San Francisco Bay Area. It is comprised of approximately 1,315 square miles and is bounded on the east by Butte County; the north by Tehama County; and the west by Mendocino County and on the south by Colusa County. With over 1188 farms and ranches, agriculture remains to be a primary source of Glenn County's economy. The 2020 gross production of agricultural commodities was valued at over 700 million dollars. Major commodities include rice, almonds, prunes, walnuts, corn, alfalfa hay, milk products, cattle, sheep, and apiary products.

Glenn County offers unlimited recreational opportunities including hiking, camping, fishing, golfing, waterfowl, and game hunting. The Sacramento River extends along the eastern boundary in a north-south direction and is one of the largest salmon spawning rivers in the world. Glenn County has 933.41 miles of maintained roads. Of those, approximately 30 miles are within the City of Willows and 41 miles in the City of Orland.

There are three State highways and one interstate route which run through Glenn County: Interstate 5 and State Highways 162, 45, and 32. The County owns and maintains approximately 30 buildings and has about 331 acres of vacant land. Additionally, the County owns and operates two general aviation airports and a Class III solid-waste facility and transfer station.

The cities of Orland and Willows are the only two incorporated cities within Glenn County. These cities contain approximately one-half of the County population. There are several smaller unincorporated communities throughout the County (Hamilton City, Ord Bend, Artois, Elk Creek, Butte City, Bayliss, Afton, Codora, and Glenn).

There are approximately 475 full-time equivalent employees and a total annual budget of over \$174 million dollars. The County is governed by a five member Board of Supervisors, who each represent a district based on an equal representation of the County's population. Members of the Board of Supervisors serve as the legislative body for Glenn County and provide policy direction for all branches of County government including the County Administrative Officer. Each Board member is elected by the voters in their district to a four year term.





COMPENSATION & BENEFITS

Holidays: 13 annual paid holidays, plus 3 floating holidays per year.

Administrative Leave: Prorated, 80 hours per year, taken as time off or up to 40 hours cashed out.

Sick Leave: 12 paid days per year.

Employee Assistance Program: Available at no cost—includes coaching, parenting, and child care services, eldercare.

Public Employees' Retirement System (CALPERS): 2% at 62 for new, and 2.5% at 55 for classic employees.

Vacation: Accruals are based on years of County public service.

Health, Dental, and Vision Insurance: The County offers benefits for employees, spouses, and eligible dependents.

Life Insurance: \$50,000 policy is provided at no cost to the employee.

Deferred Compensation: Voluntary deferred compensation programs through one of the three vendors that are partnered with the County.

Summary of Benefits

HOW TO APPLY

Applications may be submitted via CalOpps or in person at 525 W. Sycamore Street, Willows, CA 95988.

SAVE THE DATE

Submission deadline is Monday, November 17, 2025.

A complete application must include:

- A Glenn County employment application
- Transcripts/ Certificate
- Certificate of Registration as a civil engineer
- Resume
- Cover Letter

Questions?

Please contact the Personnel Department
525 W. Sycamore Street,
Willows, CA 95988
(530) 934-6451