



The City of Sebastopol is now accepting  
applications for

# DIRECTOR OF PUBLIC WORKS

Salary: \$149,913 - \$182,220 Annually  
Plus an outstanding benefits package

Deadline to apply:  
Thursday, September 11, 2025, 11:59 PM

**APPLY TODAY!**



<https://www.cityofsebastopol.gov/>



714 Johnson Street  
Sebastopol, CA 95472





## **THE COMMUNITY**

The City of Sebastopol is located in Sonoma County, a region that produces the majority of the world's supply of Gravenstein apples and a significant volume of grapes used to curate high-quality wines. Sebastopol is also the gateway to the popular Russian River and its surrounding redwood forests, as well as Bodega and Jenner's coastal recreation areas. Whether you live, work, or play here, or even if you are just passing through, you are a part of our community, and we welcome you.

## **THE POSITION**

The City of Sebastopol is seeking an engaging, inclusive, collaborative, and talented leader who is well-versed in project management, facility and infrastructure maintenance, water distribution and wastewater collection systems, public parks and facilities maintenance, and related laws, regulations, and safety standards. The Director of Public Works will oversee the City Engineer, direct assigned personnel, and coordinate assigned activities with other departments and outside agencies. This position plans, organizes, directs, and reviews the full range of activities, personnel, and operations of the Department of Public Works, including public works construction and inspection, repair and maintenance of City infrastructure and streets, the contract for City Engineer services, and engineering and transportation permits and programs.

The Director of Public Works will demonstrate cultural competency working with all community members regardless of cultural differences or circumstances, including race, ethnicity, religion, language, gender identity, age, marital and familial status, sexual orientation, diverse physical and learning abilities, socioeconomic status, and other identities. This position provides highly responsible and complex professional and administrative consultation to the City Manager and may serve as the City Manager or Assistant City Manager in either manager's absence or as assigned. Performs related duties as assigned.

## **QUALIFICATIONS**

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

**Education:** Equivalent to graduation from an accredited four-year college or university with major coursework in civil, electrical, mechanical, hydrology, systems control engineering, or a related field.

**Experience:** Five (5) years of professional experience in asset and infrastructure management, public project and facilities maintenance management, engineering, or utilities management, and administrative and leadership experience in public works, including two (2) years of supervisory experience.

### **License and Certifications:**

A certificate of registration in one or more areas issued by the State of California is desired: Engineer-in-Training, Water Distribution/Water Treatment, Wastewater Collections. Storm Water Pollution Control.

The ability to convey oneself between multiple geographic locations daily and timely is required, or the possession of, or the ability to obtain a valid California Driver's License by the time of appointment.



## **IDEAL CANDIDATE**

The ideal candidate will:

- Be a hands-on, proactive leader directing the day-to-day operations and projects for the City's water, wastewater, and collections functions, and the department.
- Be skilled in delegation and active involvement, problem-solving, and a commitment to driving progress.
- Possess a deep understanding of municipal infrastructure planning, design, construction, and maintenance, along with a thorough knowledge of applicable laws, regulations, and safety standards.
- Materially participate in the assessment and development of the cost allocation plan, especially as it relates to utilities and the transfer of funds from the General Fund to the utility enterprise funds.
- Direct the process of and approve permits for street closures and special events, grading, and encroachment, and work with the City Engineer to approve engineering-related project permits.
- Oversee and administer the City's facilities leases, which may include negotiations and management of leased properties.
- Provide leadership and mentoring that inspires and encourages others to develop skills, be prepared for advancement, and achieve their best.

## **BENEFITS**

The City of Sebastopol provides an excellent comprehensive benefits package that includes the following:

- Under the current compensation and benefits resolution employees have a choice of Kaiser or REMIF Anthem Blue Cross Health Insurance for employee and dependents and the employer contributes 100% of the lowest cost premium.
- Employees pay premium differences for higher-cost plans.
- Employer contributes 100% of the premium for Dental & Vision Benefits
- Short/Long-term Disability Insurance is administered through the Lincoln Financial Group
- Life Insurance - \$50,000 for employee. Increased coverage may be purchased by employee.
- PERS Pension Plan: (2% @55 for Classic Members; 2% @ 62 for PEPR Members (hired after 1/1/13).

## **Benefits continued:**

- Deferred Compensation Plans are available.
- Vacation and Sick Leave accrual benefits.
- 100 hours of Administrative Leave (Prorated).
- 15 paid Holidays; Funeral, Medical, Family & Personal Leave benefits
- Longevity Pay is granted after completion of 5 years at 2%, 10 years at 4%, 15 years at 6%, 20 years at 8%, and 25+ years at 10%.
- Section 125 pre-tax premium plan available.
- Mileage Allowance & Business Travel expense reimbursement per the Travel Policy.
- Please refer to the Management/Mid-Management Un-represented Resolution for a comprehensive list of benefits and services at <https://www.cityofsebastopol.gov/employee-benefits/>.



## **HOW TO APPLY**

Qualified candidates are invited to apply by submitting a letter of interest and a focused resume detailing their recent experience and demonstrated career accomplishments relevant to this position, along with their completed application and supplemental questions to CalOpps.org.

<https://www.calopps.org/city-of-sebastopol> or scan QR code below:

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Additional inquiries about the position or candidates with a disability who may require special assistance in any phase of the recruitment process should be directed to Danielle Oliveira from Muchmore Than Consulting [danielle@muchmorethanconsulting.org](mailto:danielle@muchmorethanconsulting.org).



Recruitment Services Provided by:

