

# DIRECTOR OF PUBLIC WORKS

THE CITY OF LONG BEACH, CA

**Salary:** \$222,201 - \$267,651\* DOE/DOQ

*\*This position will receive a 1% general salary increase effective 9/20/25*

CLICK TO  
APPLY!

The **City of Long Beach, CA** (City) is seeking an innovative, hands-on, and highly communicative leader to serve as its next **Director of Public Works**. This is a unique opportunity to oversee one of the City's most visible and impactful departments during a period of significant growth and transformation. Reporting directly to the City Manager, the Director will guide a team of more than 500 employees and steward nearly half a billion dollars in annual operating and capital budgets. The ideal candidate will be a proven project manager, change agent, and trusted advisor who values transparency, inspires staff to be proactive and solutions-focused, and communicates effectively with employees, elected officials, and the community. In addition to overseeing major capital investments, the Director will lead the Department through a positive reorganization that streamlines operations, enhances accountability, and improves customer service. With the landmark Elevate '28 Infrastructure Investment Plan and preparations for the 2028 Olympic and Paralympic Games underway, the Director will play a pivotal role in shaping Long Beach's future through strategic investments in infrastructure, mobility, and community livability.

*This is an exceptional opportunity to make a lasting impact on a diverse, vibrant, and forward-looking city.*



CITY OF  
**LONG BEACH**



# THE COMMUNITY

Idyllically located on the Pacific Coast just south of Los Angeles and adjacent to Orange County, Long Beach is a vibrant city of approximately 450K residents. Known for its diverse and inclusive community, Long Beach features a unique blend of urban sophistication, cultural richness, and coastal charm. The City encompasses about 51 square miles, offering an array of parks, beaches, and recreational opportunities. Residents enjoy mild climate year-round perfect for outdoor activities such as biking, running, water sports, and much more. Long Beach is home to world-class attractions including the Aquarium of the Pacific, the historic Queen Mary, and the annual IndyCar Acura Grand Prix of Long Beach. Long Beach will be the largest venue city for the 2028 Olympic and Paralympic Games.

Long Beach also boasts a thriving economy supported by industries such as aerospace, education, health services, manufacturing, tourism and professional services. With two advanced educational institutions, California State University Long Beach and Long Beach City College, and robust K-12 schools, the City is a hub for learning and innovation. Transportation options abound. The Long Beach and Metro transit systems along with the City's own airport provide convenient access throughout the broader Southern California region. Long Beach is recognized as one of the nation's most walkable and bike-friendly cities.



# THE CITY GOVERNMENT

Long Beach operates as a charter city governed by an elected Mayor and nine City Council members elected by district. The City Manager, appointed by the Mayor and City Council, oversees the daily operations of 15 departments and a proposed FY26 annual budget of \$3.7B. The City employs over 6,000 full-time and part-time staff; dedicated to providing exceptional public services with the vast majority being represented by eleven employee associations.

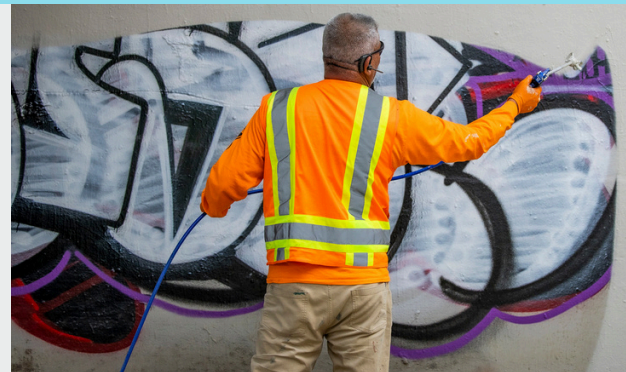
☐ City Departments

☐ Proposed FY26 Budget

☐ 2030 Strategic Vision

☐ Elevate '28 Infrastructure Investment Plan

The City of Long Beach fosters an environment where every employee is celebrated for their individuality and unique talents they bring to their role. Reflecting the diversity of the community within the workforce is a key priority embraced at every level of the organization—from management to policy creation. City Leadership actively promotes equity and inclusion by partnering with staff and community stakeholders to advance fairness in all initiatives. Transparency remains a cornerstone of these efforts with demographic data, including workforce diversity and pay equity by race and gender, shared publicly to ensure accountability and progress.



# THE PUBLIC WORKS DEPARTMENT

The Public Works Department (Department) is one of the largest and most visible service providers in the City of Long Beach, central to the community's infrastructure, environment, and quality of life. Guided by its mission to deliver outstanding services while being responsible stewards of the City's assets, the Department's work spans across neighborhoods, business districts, and coastal areas.

With approximately 532 full-time staff, an expense budget of \$263 million, and a capital improvement program budget of \$189 million in FY 26, the Department oversees streets and sidewalks, stormwater and traffic management, parking and mobility services, urban forestry, graffiti abatement, encampment cleanups, emergency response, and the design and delivery of major capital projects. A key focus in the years ahead is the [Elevate '28 Infrastructure Investment Plan](#), a historic \$1 billion program addressing Citywide infrastructure and preparing to showcase Long Beach to the world for the 2028 Olympic and Paralympic Games through transformative investments in parks, facilities, mobility, and streets.

The Department is in the midst of an organizational transformation, including the transfer of Solid Waste Management out of Public Works to Energy and Environmental Services. While the Department will still maintain the Joint Call Center, this reorganization will make Public Works more focused and manageable while also reinforcing the importance of internal and external communications. Moving forward, the Department is committed to building a culture that is proactive, transparent, and highly communicative with staff, City departments, elected officials, and the community.

With more capital construction underway than at any time in recent history, the Department is driving forward initiatives that will enhance livability, sustainability, and resilience for decades to come.

## THE DEPARTMENT IS ALSO ADVANCING SEVERAL HIGH-PRIORITY INITIATIVES, INCLUDING:

- ☒ **Roads & Pavement Program:** Addressing audit findings and closing funding gaps to improve the City's Pavement Condition Index.
- ☒ **Mobility & Safety Improvements:** Expanded crosswalks, signal upgrades, traffic calming, and the Automated Speed Enforcement Pilot Program.
- ☒ **Communications Overhaul:** Revamping how the City communicates about projects and rethinking both internal and external communication strategies.
- ☒ **Stormwater & Climate Resilience:** Pump station upgrades, storm drain improvements, and new stormwater capture projects.

## TO LEARN MORE ABOUT THE DEPARTMENT VISIT:

- ☒ [Department Organizational Chart](#)
- ☒ [Department Website](#)
- ☒ [Department Proposed FY26 Budget](#)





# THE POSITION & IDEAL CANDIDATE

The Director of Public Works (Director) is a key member of the City's executive leadership team and serves as the principal advisor to the City Manager, on all matters related to the City's infrastructure, mobility, and public works services. With five direct reports and oversight of approximately 532 staff, the Director will manage the FY26 CIP budget of \$189 million and an expense budget of \$262 million, guiding the delivery of some of the most ambitious capital improvement projects in the City's history."

The ideal candidate is a hands-on and approachable leader and change agent who can connect with both technical professionals and field staff, while also navigating the highly visible world of elected officials, community members, and regional partners. They will foster a culture of transparency, responsiveness, and communication — both externally with the public and other agencies, and internally with staff and other departments.

## **Key qualities and experience include:**

- Proven project and program management expertise
- Inspirational leadership
- Strong communication skills
- Labor relations experience
- Community oriented
- Politically savvy
- Customer service oriented



This is an exceptional opportunity for a humble yet decisive leader who thrives in both technical and community-facing environments and is energized by the chance to deliver transformational infrastructure investments that will benefit Long Beach for decades to come.

## MINIMUM QUALIFICATIONS

### EDUCATION:

Bachelor's degree in public administration, business administration, engineering, construction management, planning, or a related field.

### EXPERIENCE:

Eight years of increasingly responsible experience in the development of the budget, development and administration of comprehensive public works construction, project management and engineering principles, public contract law, capital improvement with at least 5 years of significant management experience.

### DESIRED:

- Master's degree
- Registration as a Professional Engineer a plus, but not required

### SUBSTITUTIONS:

Education may be substituted for lengthy experience and will be reviewed on a case-by-case basis.



# SALARY & BENEFITS

**Salary:** \$222,201 - \$267,651\* DOE/DOQ

*\*This position will receive a 1% general salary increase effective 9/20/25*

## PLUS A GENEROUS BENEFITS PACKAGE THAT INCLUDES:

- **Retirement:** California Public Employees' Retirement System (PERS) defined benefit retirement plan, which is coordinated with Social Security. 2.5% @55 for "Classic" members and 2% @62 for new members as defined by PEPR. Subject to employee contribution. Both the City and the employee contributes toward CalPERS retirement contributions. The City also participates in Social Security.
- **Health and Dental Insurance:** City pays a major portion of the premiums.
- **Life Insurance:** Equal to three (3) times annual salary up to a maximum of \$500,000.
- **Short- and Long-Term Disability Insurance**
- **Management Physical:** Annual City-paid physical examination.
- **Vacation:** 12 days per year, increasing with years of service. Prior years of public sector service counted towards vacation accrual tier
- **Executive Leave:** 40 hours per year. City Manager has discretion to grant an additional 40 hours annually
- **Sick Leave:** One day earned per month; unlimited accumulation; conversion upon retirement to cash credit toward health and/or dental insurance premiums.
- **Holidays:** 11 designated holidays per year, plus four personal holidays.
- **Transportation Allowance:** \$650 per month.
- **Deferred Compensation:** 457 Deferred Compensation Plan; 401(a) plan with City contribution of 2% (Classic) or 4% (PEPR); will increase to 5% October 2025)
- **Optional Flexible Spending Account (FSA)**
- **Flexible/Hybrid Work Schedule:** Available (subject to City Manager approval).
- **Paid Parental Leave:** After 6 months of City employment; up to 30 calendar days (160 hours) of PPL, taken in full-day increments, in connection with the birth, adoption, or foster placement of a child, up to the age of 17.
- **Negotiable relocation assistance**

# CITY OF LONG BEACH

## HOW TO APPLY:

For first consideration, apply by  
October 3, 2025, at:

 [www.tristargovsolutions.com/careers](http://www.tristargovsolutions.com/careers)

**SAVE THE DATES:** Interviews have been firmly scheduled to take place **in-person** on **November 6<sup>th</sup> and 7<sup>th</sup>**. Candidates must be available for both interview dates.

**QUESTIONS?** Please contact your recruiter, Sam Sackman, with any questions:

- Email: [sam@tristargovsolutions.com](mailto:sam@tristargovsolutions.com)
- Website: [www.tristargovsolutions.com](http://www.tristargovsolutions.com)
- Phone: 408-605-0790

TRI STAR GOV  
*Solutions*

