

## CAREER OPPORTUNITY

# DIRECTOR OF PUBLIC WORKS

## County of Tehama, California | Gerber, California

**Annual Salary: \$157,817–\$191,827 DOE/DOQ**



**T**HE COUNTY OF TEHAMA, CALIFORNIA IS SEEKING A SEASONED AND RESILIENT DIRECTOR OF PUBLIC WORKS to lead a department central to the County's growth, safety, and quality of life. Reporting to the Chief Administrator and Board of Supervisors, this role offers a unique opportunity to oversee a broad portfolio that includes engineering, transportation planning, maintenance operations, sanitation, and flood control services. The Director is responsible for supervising lower-level staff and managing both the department's operating and CIP budgets. The ideal candidate is a results-driven leader with a strong engineering background who combines technical expertise with proven leadership, collaboration, and vision. ***Make a lasting impact on both the organization and the community it serves, apply today!***

The County of Tehama, California is known for:



**AFFORDABLE  
CALIFORNIA LIVING**  
Budget-friendly housing,  
transportation, and healthcare options!

### NATURAL BEAUTY

Scenic rolling hills, sprawling  
wineries, and the picturesque  
Sacramento River.



### PROXIMITY TO MAJOR CITIES

Access to urban centers including  
Sacramento and San Francisco!



### OUTDOOR RECREATION

Hiking, fishing, and camping  
at Lassen National Forest.



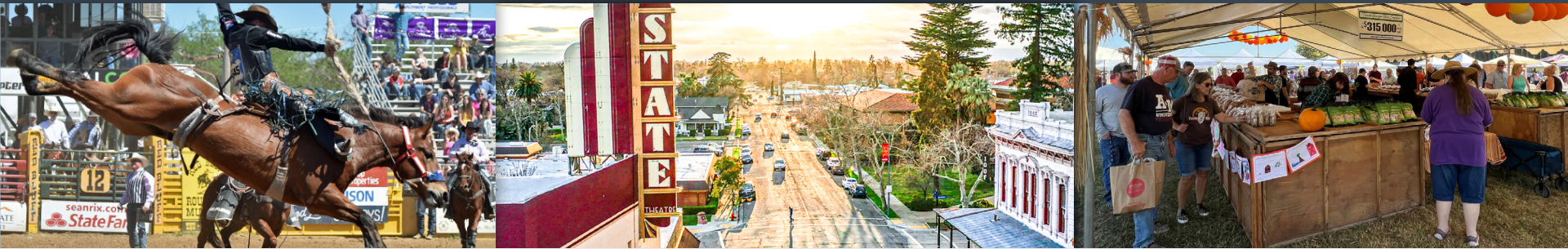
### COMMUNITY SPIRIT

Strong sense of local  
pride with a small-town  
feel and friendly atmosphere.



# the community

**L**OCATED IN NORTHERN CALIFORNIA, THE COUNTY OF TEHAMA is renowned for its scenic natural beauty. Covering approximately 2,949 square miles and home to about 66,000 residents, the County embraces the great outdoors with activities that offer a diverse range of experiences that make it an ideal destination for visiting, working, and living. Explore the stunning landscapes of the Sacramento River, perfect for fishing and kayaking, or bike the scenic trails of Lassen Volcanic National Park, with its volcanic landscapes and geothermal features. Stroll back in time at the Tehama County Historical Museum in Red Bluff, or partake in fun at the annual Tehama District Fair. Known for its agricultural heritage, the County contributes significantly to California's farming industry with crops like nuts, wine grapes, and olives. Enjoy wine tastings and tours in Corning Wine Country and the history of olive oil production in the region, sampling local oils at Corning Olive Oil. The County also features family-friendly amenities and an affordable cost of living—*the fifth lowest across all of California's 58 counties!*



# the county

**W**ITH AN APPROXIMATE BUDGET OF **\$305.6 MILLION**, the County employs nearly 720 staff in its 25 departments and divisions. It is a charter county with a board-administrator form of government, whose Chief Administrator is selected by a five-member Board of Supervisors. The Board of Supervisors is responsible for establishing the budget and for executing all ordinances, resolutions, and other legal actions that fall within the jurisdiction of the County.

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ABOUT THE  
COUNTY







## *the department*

**THE PUBLIC WORKS DEPARTMENT PLAYS A CRUCIAL ROLE** in maintaining and enhancing the County's infrastructure and services. With 85 staff and an approximate budget of \$12 million, the County's dedicated professionals work across seven specialized branches to ensure streamlined operation and upkeep of public facilities. The Department's mission is to provide high quality services, products and protection of County infrastructure through design, construction and maintenance in an efficient, effective and safe manner for the people of Tehama County.

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## *the job*

### **THE DIRECTOR OF PUBLIC WORKS REPORTS TO THE CHIEF ADMINISTRATOR AND BOARD OF SUPERVISORS**

and provides daily leadership of the County's Public Works Department. This position oversees administrative, engineering, transportation planning, and maintenance operations. The Director also serves as Road Commissioner, County Engineer, and Executive Director for the Transportation Commission, Sanitation District #1, and Flood Control and Water Conservation District, with direct supervision of the County Surveyor. Managing a \$13.5 million operating budget and a \$25.9 million CIP budget, the Director assigns and evaluates management staff and ensures adequate staffing levels and training. This role advises the Board of Supervisors and commissions on public works and land development matters, interprets and applies laws and regulations, and responds to public inquiries and concerns. The Director leads major capital improvement projects, while coordinating with other departments and agencies to advance cooperative projects and secure funding. Representing the County at state, regional, and community meetings, the Director fosters strong stakeholder relationships and maintains effective labor-management relations with a workforce represented by multiple bargaining units.

# *the ideal candidate*

**THE IDEAL CANDIDATE IS A DECISIVE, CONFIDENT, AND RESILIENT LEADER** with a strong background in public works and engineering management. They bring comprehensive knowledge of public works operations, including engineering principles, budgeting, personnel management, and the laws and regulations that guide land development and infrastructure. Skilled at overseeing complex projects from planning and design through construction and maintenance, the successful candidate can effectively navigate a unionized environment, and inspire teamwork and partnership across a talented, tenured workforce, while building a culture of accountability and trust. Exceptional interpersonal, communication, and conflict-resolution skills are essential, as is the ability to provide sound technical and policy advice to the Board of Supervisors and other stakeholders. They will uphold integrity and exercise sound judgment, addressing challenges with professionalism while driving forward the County's public works priorities.



## **The ideal candidate demonstrates the following core competencies...**

**Technical Expertise:** Applies strong engineering and public works knowledge to guide complex projects, ensure regulatory compliance, and deliver high-quality infrastructure and services.

**Political Acumen:** Navigates relationships with the Board of Supervisors, community stakeholders, and union representatives with diplomacy, discretion, and professionalism.

**Strategic Thinking:** Anticipates challenges and opportunities, sets long-term priorities, and aligns department goals with the County's broader vision for growth and sustainability.

**Team Management:** Builds trust and accountability within a unionized, tenured workforce by fostering collaboration, mentoring staff, and effectively managing performance.





## UPCOMING PROJECTS & OPPORTUNITIES

The County of Tehama is engaged in significant Capital Improvement Projects. For a full list of upcoming projects, [view the County's website](#).

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**WOODSON BRIDGE REPLACEMENT PROJECT:** A major transportation project replacing a key roadway bridge to improve safety and connectivity.

**PARK FIRE RECOVERY PROJECT:** Ongoing disaster recovery efforts focused on reopening public areas impacted by the Park Fire.

## EMPLOYMENT STANDARDS

*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:** Bachelor's Degree in Civil Engineering or related field.

**Experience:** Five (5) years of experience in Public Works, Engineering, Construction or other related field with three (3) years in the supervisory capacity.

### **Licenses/Certifications:**

- ▶ *Registration as a Professional Civil Engineer in the State of California.*
- ▶ *Valid California Driver's License.*

## DESIRED

**Education.** Master's degree in Public Administration.



# salary & benefits

Annual Salary: **\$157,817–\$191,827 DOE/DOQ, PLUS**, a generous benefits package that includes:

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- ▶ Access to the **"Assist-to-Own" Program**, which provides homebuyer down payment assistance for Tehama County employees.
- ▶ Approximately 80% of the premium for a medical, dental, and vision plan is paid by the County. The current employee rate is \$234.54/mo. The plan covers the employee and all eligible family members at no additional cost.
- ▶ Approximately 80% of the premium for a \$30,000 life insurance plan for the employee is paid for by the County. Supplemental life insurance is also available at great rates.
- ▶ A retirement pension plan through CalPERS.
- ▶ A deferred compensation retirement savings plan is available to employees with a contribution match of up to \$100/mo. from the County.

## Paid Leaves:

- ▶ 240 hours of Paid Time Off (PTO) per year (9.23 hours per pay period) for a maximum accrual of 500 hours.
- ▶ 40 hours of Management Leave per year.
- ▶ 14 paid holidays, plus one 8-hour personal holiday.

## Other Programs:

- ▶ Employee Assistance Program: Provided to all employees and employee's family members at no cost.
- ▶ LiveHealth Online: Access to a medical provider 24/7 from the comfort of your home at no cost.
- ▶ Lark: Diabetes Prevention Program
- ▶ Livongo: Diabetes Management Program
- ▶ Hinge Health: Lower Back & Joint Pain Program
- ▶ Carrum Health: Enhanced Surgery Benefits Program



# how to apply

For first consideration, apply by **OCTOBER 20** at:

**WBCP JOB BOARD**

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## save the dates

Round one interviews will take place virtually on **NOVEMBER 3**. Finalists will move to round two in-person interviews on **NOVEMBER 14**. *Selected candidates must be available for both interview dates.*

## questions?

Please contact your recruiter, **Levi Kuhlman**, with any inquiries:

**[levi@wbcpsc.com](mailto:levi@wbcpsc.com)**

**866.929.9227** toll-free

**541.664.0376** direct

