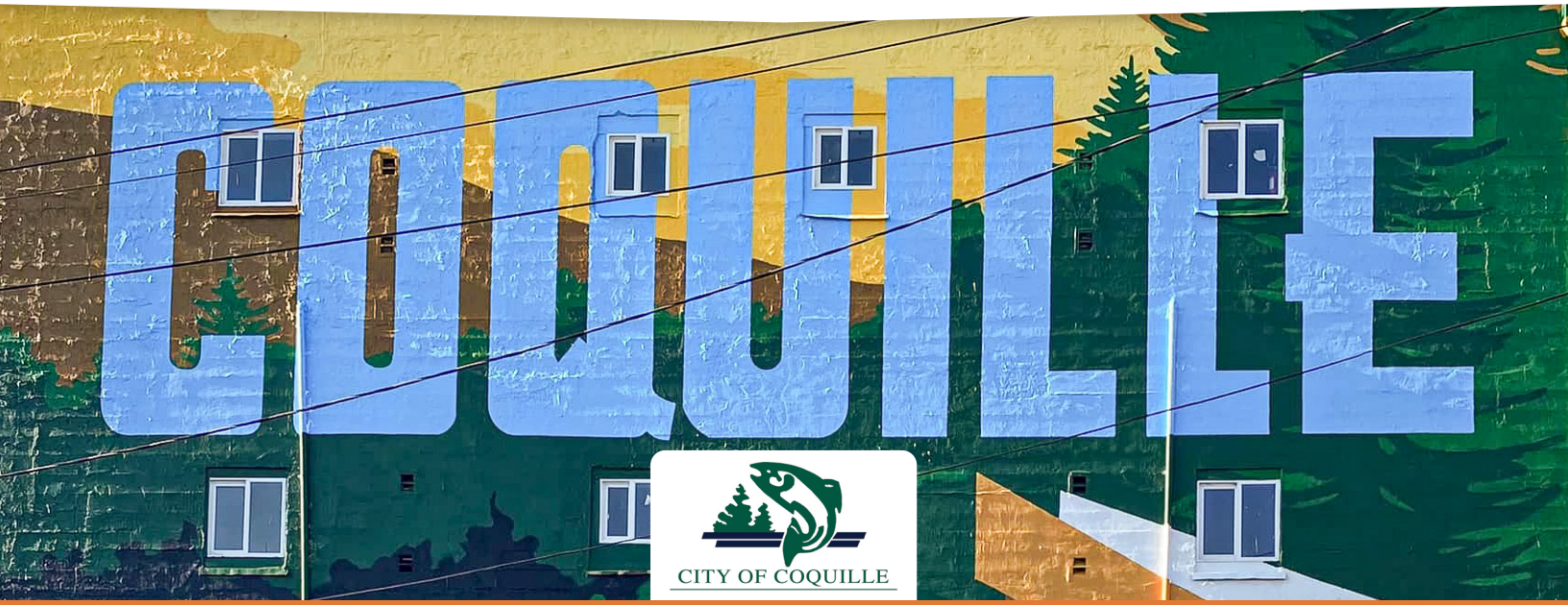
This recruitment is managed by WBCP



CAREER OPPORTUNITY

PUBLIC WORKS DIRECTOR

CITY OF COQUILLE, OREGON

ANNUAL SALARY: $84,024–$118,224 DOE/DOQ

THE CITY OF COQUILLE, OREGON is seeking a collaborative, hands-on, and technically skilled Public Works Director to lead essential operations and oversee significant capital improvement projects. Reporting to the City Manager, the Director oversees 11 full-time employees, 20 seasonal staff, and an annual budget of approximately $8 million, with responsibility for water, wastewater, streets, parks, and community services. This is an exciting opportunity to guide major investments, strengthen City services, and contribute to the future of a close-knit community. The ideal candidate brings broad public works experience, strong project management skills, and the ability to build relationships, support an experienced team, and lead effectively in a collaborative, service-oriented environment. **Make a lasting difference in a community where the impact of your work is visible every day. Apply today!**

THE COMMUNITY

NESTLED ALONG THE SCENIC COQUILLE RIVER IN OREGON'S SOUTH COAST region, Coquille is a small, rural town surrounded by forests, rivers, and easy access to the Pacific Ocean. As the county seat of Coos County, this welcoming community of about 4,000 residents spans roughly 2.8 square miles and provides a relaxed lifestyle with a strong sense of community. Coquille is known for its rich local history, vibrant arts culture, and outdoor recreation, including fishing, kayaking, and hiking along the nearby river and coastal forests. Popular attractions include the Sawdust Theatre, a beloved community theater known for its lively performances, and the Coquille Valley Museum, which highlights the region's heritage. Residents also enjoy proximity to stunning natural destinations such as Coquille River Falls and the Oregon Coast, with the beach communities of Bandon and Coos Bay just a short drive away. Historically, the area's economy has been anchored by timber and forestry, with additional activity in agriculture, fishing, and small business, making Coquille both a historic hub and a gateway to the natural beauty and outdoor recreation of Oregon's southern coast.











MISSION

The City of Coquille strives to provide the best quality municipal services to its residents, businesses and visitors by promoting excellence in planning, budgeting, public safety, service delivery and friendly customer service.

THE ORGANIZATION

THE CITY OF COQUILLE IS A MUNICIPAL GOVERNMENT dedicated to providing high-quality services and responsive leadership to residents, businesses, and visitors. Guided by an elected Mayor and City Council, the City establishes policies, adopts ordinances, and sets priorities that shape the community's quality of life and future. The City Manager provides administrative leadership and coordinates the day-to-day functions of City departments, while ensuring that council policies and local laws are effectively implemented. With 55 staff and an approximate FY 2026–27 budget of $18 million, the City delivers a wide range of services including public safety, planning, public works, utilities, and community services, and works closely with boards, commissions, and community committees that support local decision-making and civic engagement.

LEARN MORE

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THE DEPARTMENT

CLICK LINK

THE PUBLIC WORKS DEPARTMENT IS RESPONSIBLE FOR the operation and maintenance of the City's essential infrastructure, including its water, sanitary sewer, storm drainage, and street systems, as well as parks, recreational facilities, and community buildings. The Department operates with 11 full-time employees, 20 seasonal staff, and an annual budget of approximately $8 million. Committed to providing reliable, cost-effective, and customer-focused services, the Department supports the community's needs and quality of life through ongoing maintenance, infrastructure planning, and facility improvements.



THE JOB

Reporting to the City Manager, the Public Works Director provides strategic and operational leadership for the Department, overseeing its staff, budget, capital improvement programs, engineering contracts, and regulatory compliance. This highly visible, hands-on role requires balancing daily operational needs with long-term infrastructure priorities, including financial planning, utility rate management, advancing major water, wastewater, and street projects, and identifying funding opportunities. The Director also plays a key role in development review, evaluating proposed projects for impacts on City utilities, transportation systems, and public facilities. As a member of the City's leadership team, the Director supports and empowers departmental supervisors and staff, collaborates across departments, presents recommendations to the City Council, and works closely with residents, contractors, and agency partners to address community needs and resolve complex issues.

UPCOMING PRIORITIES & OPPORTUNITIES

WATER INFRASTRUCTURE IMPROVEMENTS. Advance a project exceeding $3 million to rehabilitate the City's water reservoir, reconstruct water control structures, and replace pipeline infrastructure. The project is currently in the final engineering and pre-construction phase. **See the Water Master plan: City Master Plan Water**

CLICK LINK

PARKS & RECREATION ENHANCEMENTS. Advance Phase II of the 100 Acre Woods hiking and biking trails, currently in planning and design, along with tennis court improvements and rehabilitation of Fifth Street Park. Additional park improvements include enhancements to Sturdivant Park and its recreational amenities.

FIR STREET IMPROVEMENTS. Oversee a funded, approximately $2.5 million project currently in the design phase, with an anticipated 18-month implementation timeline.

UTILITY INFRASTRUCTURE & REGULATORY COMPLIANCE. Address critical upgrades to pump stations, water towers, and utility systems to meet Department of Environmental Quality (DEQ) and other regulatory requirements.

INFRASTRUCTURE FUNDING & LONG-TERM PLANNING. Pursue grant funding and other financial resources to support ongoing maintenance, system upgrades, and future capital investments.



THE IDEAL CANDIDATE

THE IDEAL CANDIDATE IS A COLLABORATIVE, APPROACHABLE, and hands-on leader with broad experience in public works operations and capital project management. A well-rounded generalist with a strong technical background, preferably in civil engineering, is highly desirable, along with an understanding in water, wastewater, and street systems, regulatory compliance, and infrastructure funding. Organized, resourceful, and self-sufficient, this working director can hit the ground running, take initiative, and balance strategic priorities with daily operations. They value the expertise of tenured staff, empower team members, and provide guidance and support while fostering accountability. The ideal Director demonstrates effective communication and customer service skills, enjoys engaging with the public, and presenting technical information to the City Council and other stakeholders. Sound judgment, a solutions-oriented mindset, and a commitment to serving the Coquille community are essential for success in this role.

The ideal candidate will possess the following core competencies...

Financial Acumen: Develops sustainable financial plans, evaluates utility rates, manages resources effectively, and identifies opportunities to maximize available funding.

Operational Excellence: Establishes clear priorities, improves processes, and ensures efficient, reliable service delivery across multiple public works functions.

Decision-Making: Interprets complex regulations, evaluates risks, and makes informed decisions that protect City resources and support community needs.

Adaptability: Navigates competing priorities, responds effectively to emerging challenges, and takes ownership of projects and organizational improvements.

EMPLOYMENT STANDARDS

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

Education: Bachelor's degree in civil engineering, construction management, architecture, or closely related discipline.

Experience: Eight years of progressively responsible experience in public works, engineering, construction management, and supervision of professional, technical, and trade staff.

Substitution: Any equivalent combination of education and progressively responsible experience, with additional work experience substituting for the required education on a year for year basis.

PREFERRED

- A Master's degree





CITY OF COQUILLE

SALARY & BENEFITS

Annual Salary:
$84,024–$118,224 DOE/DOQ

The City of Coquille offers a competitive benefits package that includes health, vision, and dental insurance; Public Employees Retirement System (PERS); paid family, medical, sick, and vacation leave.

- Relocation Assistance Available
- An option for up to 75/25 in-person / remote work is available, after the first year of employment.

HOW *TO* APPLY

For first consideration, apply by
DECEMBER 14, 2026 at:

WBCP JOB BOARD

CLICK BUTTON

INTERVIEW PROCESS. Interviews will take place on an ongoing basis as ideal candidates are identified.

QUESTIONS? Please contact your recruiter, **Shani Pearce**, with any inquiries:
shani@wbcpinc.com
541.664.0376 (direct)
866.929.9227 (toll free)