



## PUBLIC WORKS DIRECTOR

PUBLIC WORKS DEPARTMENT

Annual Salary:

\$114,039 to \$188,165 DOE/DOQ



**Are you a results-driven leader ready to manage complex public works operations and lead a diverse team? Palm Bay is hiring its next Public Works Director!** We're seeking a strategic thinker and collaborative professional who:


- Has experience with roadway and stormwater infrastructure, operations, and capital projects
- Communicates effectively and promotes teamwork and accountability
- Understands infrastructure planning and municipal finance

Join Palm Bay—a growing, forward-thinking city dedicated to smart development and innovation. Discover more about this exciting leadership role today!



# ABOUT THE COMMUNITY


Palm Bay is a vibrant, fast-growing city covering 88 square miles—the largest in Brevard County and second largest in Central Florida, after Orlando. Known for its family-friendly vibe and strong community spirit, Palm Bay’s economy is fueled by manufacturing, engineering, and professional services, with major employers like L3Harris, Renesas Electronics, and Raytheon Technologies.



POPULATION

**Approx. 150,000**


Nestled along Florida’s scenic east coast, Palm Bay is minutes from the Melbourne International Airport, Kennedy Space Center, and Atlantic beaches, with Orlando’s top attractions just an hour away. Outdoor lovers enjoy hiking, biking, kayaking, paddleboarding, and fishing along Turkey Creek and the Indian River Lagoon—one of North America’s most diverse estuaries.



MEDIAN HOUSEHOLD INCOME

**\$79,356**

Originally developed in the mid-20th century, Palm Bay has evolved into a forward-thinking city, balancing well-established neighborhoods with dynamic growth. The city continues to invest in public infrastructure, with modern housing, roadway upgrades, new wastewater facilities, and an innovative City Hall expansion.



MEDIAN HOME VALUE


**\$350,000**

Proudly known as a “City on the Rise,” Palm Bay is dedicated to smart growth, quality service, and economic opportunity. With a low cost of living, outstanding recreational amenities, and a welcoming community, Palm Bay is a premier destination for both residents and businesses.

AVERAGE MONTHLY RENT:

**\$1,965**

**Greater Palm Bay  
Chamber of Commerce**



**Visit Space Coast**





## GOVERNANCE & ORGANIZATION

Palm Bay operates under a council-manager form of government, combining professional management with strong civic leadership. The Mayor and four City Council members are elected at large to serve four-year terms. The City Manager, appointed by the Council, leads day-to-day operations and oversees essential municipal services, including:

- **Public Works** – infrastructure, roads, and stormwater management
- **Utilities** – water, wastewater, and environmental services
- **Public Safety** – police, fire rescue, and emergency management

**FY2025 Budget**





## THE JOB

Palm Bay's Public Works Department delivers vital services including roadway maintenance, stormwater management, traffic operations, engineering, surveying, and fleet management. The department also leads capital improvement projects and ensures permitting and compliance to support a safe, efficient, and sustainable infrastructure.

Reporting to the City Manager or Deputy City Manager, the new Public Works Director will:

- Oversee operations across engineering, traffic, fleet, stormwater and roadway operations, and admin divisions
- Drive long-range planning for transportation and infrastructure
- Manage a \$65M+ budget from diverse funding sources
- Ensure compliance with all regulatory requirements
- Foster collaboration and deliver exceptional customer service

## DEPARTMENT STRUCTURE

### DIVISIONS WITHIN THE DEPARTMENT:

- ENGINEERING & SURVEY
- TRAFFIC OPERATIONS & FLEET SERVICES
- OPERATIONS, CUSTOMER SERVICE & ADMINISTRATION



EMPLOYEES

**156** & **2**  
FULL-TIME PART-TIME



DEPT. BUDGET

**\$65.4**  
MILLION

### KEY PROJECTS FOR 2025

- PHASE 4 OF CITYWIDE ROAD RESURFACING PROGRAM
- STORMWATER INFRASTRUCTURE IMPROVEMENTS AND EXPANSION
- RIGHT-OF-WAY ACQUISITION AND PLANNING FOR ST. JOHNS HERITAGE PARKWAY EXTENSION
- MALABAR ROAD WIDENING PROJECT





## IDEAL CANDIDATE

The ideal candidate for Public Works Director will be a seasoned professional with a proven track record in managing complex municipal operations, including engineering, transportation, stormwater systems, and capital improvement projects. A collaborative and approachable leader, they will prioritize open communication, foster team cohesion, and inspire trust throughout the department. With strong decision-making skills and emotional intelligence, they will navigate challenges with confidence and clarity. Technically adept in strategic planning, budgeting, and regulatory compliance, this individual will bring hands-on expertise in core public works functions like fleet, traffic, and engineering services. Committed to innovation and operational excellence, the ideal candidate will promote staff development, drive efficiency, and embrace forward-thinking approaches. Through interagency collaboration and strategic planning, they will help guide Palm Bay's infrastructure growth and support its long-term community vision.

## EXPERIENCE & QUALIFICATIONS

### REQUIRED:

- Bachelor's degree in Civil Engineering, Business Management, Public Administration, or a related field; an Associate's degree combined with relevant experience may also be considered.
- Eight (8) years of progressively responsible experience in Public Works or a related field.
- Minimum of two (2) years in a supervisory or leadership role.
- Valid Florida Driver's License and acceptable driving record, or have the ability to obtain a Florida Driver's License.

### PREFERRED:

- Master's degree in Civil Engineering, Business Management, Public Administration, or a related field.
- Professional Engineer (P.E.) registration in the State of Florida (preferred but not required).
- Experience overseeing large-scale capital improvement projects, municipal infrastructure planning, and multi-division operations within a public sector setting.
- Experience reporting directly to a City Manager or Deputy City Manager.



## SALARY & BENEFITS

- **Compensation:** \$114,039 to \$188,165 DOE/DOQ
- **Health Benefits:** Comprehensive coverage including medical, dental, vision, Employee Assistance Program (EAP), legal plan, Flexible Spending Account (FSA), life insurance, and short- and long-term disability
- **Paid Leave:** Generous vacation and sick leave accruals beginning after six months, plus 10 designated holidays, a floating holiday, and a birthday holiday. Administrative leave provided annually (80 hours, with 320-hour maximum accrual). Longevity pay awarded at 10, 15, and 20 years of service
- **Retirement:** The City offers a 401(a) Executive Defined Contribution Retirement Plan through Mission Square. Employer contributes a base of 3.75% and matches employee contributions up to 6%. Fully vested after 12 months or upon reaching age 55, whichever comes first. Optional 457 and Roth plans also available
- **Additional Perks:**
  - Monthly vehicle allowance or take-home vehicle, smartphone provided, sick leave trade-in to vacation, and vacation/sick leave cash-out options
  - Family-oriented, professional culture with development opportunities

The City of Palm Bay offers a competitive and comprehensive benefits package that reflects its commitment to attracting and retaining top-tier public sector professionals.

## HOW TO APPLY

Apply Here



For more information, contact:  
[hr@palmbayflorida.org](mailto:hr@palmbayflorida.org) | 321-952-3421

*The City of Palm Bay is an Equal Opportunity Employer and values diversity in its workforce. Applicants selected as finalists for this position will be subject to a comprehensive background check.*