

PEORIA, ARIZONA

THE COMMUNITY

Peoria, Arizona is a dynamic desert community north-west of Phoenix with more than 154,000 residents.

Founded by settlers from Illinois in 1886, this onetime farming community was one of the nation's fastest growing cities during the recent growth boom. Officially incorporated in 1954, the city has grown from the original one square mile in Old Town Peoria to more than 176 square miles of beautiful Sonoran desert in both Maricopa and Yavapai counties.

The city is home to Lake Pleasant – the state's second largest lake; and the Peoria Sports Complex – spring training home of Major League Baseball's San Diego Padres and Seattle Mariners.

Peoria boasts other award-winning facilities including the Peoria Center for the Performing Arts and Rio Vista Community Park and Recreation Center. The city also is proud of its relationship with the arts community, including non-profits such as the Challenger Space Center, West Valley Art Museum, and Arizona Broadway Theatre.

Those attractions along with 35 miles of hiking trails, top-notch schools, well planned residential neighborhoods and an enticing variety of shopping, dining and entertainment options led Money magazine to rank Peoria among its 100 "Best Places to Live" in 2008.

A GREAT PLACE TO WORK

The city has many assets that make it a quality community: strong knowledge-based workforce, reputable entertainment and shopping districts, excellent school district, open space and park amenities including a 10,000-acre lake, affordable housing and master-planned neighborhood, robust infrastructure for transportation and water, and proximity to other Phoenix-area amenities including professional sports and NASCAR as well as culture and the performing arts.

Peoria is also completing its economic development roadmap which will clarify the City's strategy in business attraction defining what the community's economic assets are and what industries should be targeted. Current initiatives include the recruitment of an institution of higher learning as well as the establishment of a bioscience incubator in collaboration with strategic partners.

A GREAT PLACE TO LIVE

Almost all Peoria residents – 93% to be exact – rated their neighborhood as an "excellent" or "good" place to live in a 2013 survey. Read it all at www.peoriaaz.gov/citizensurvey. The city is not only a great place to work — it is a great place to live.

Recruitment Announcement

Deputy Director of Public Works



City of Peoria

HUMAN RESOURCES

8401 West Monroe Street
Peoria, Arizona 85345
T 623.773.7100
humanresources@peoriaaz.gov

The City of Peoria provides excellent municipal services by anticipating community needs, creating partnerships, promoting sustainability and embracing diversity.

peoriaaz.gov



POSITION

DEPUTY DIRECTOR OF PUBLIC WORKS

POSITION OVERVIEW

In 2013, the City of Peoria Public Works-Utilities Department was awarded full re-accreditation in recognition of conformance to the recommended management practices established by the Accreditation Council of the American Public Works Association. The Deputy Director of Public Works will report to the Public Works-Utilities Director and will serve as an important member of the city's management team. The Deputy Director will be responsible for managing services within the department and maintaining an effective relationship with other operating departments.

THE DIVISION

The Peoria Public Works Division of the Public Works-Utilities Department employs 149 full-time staff, has a Fiscal Year 2014 Budget of over \$32.9 Million, and a 10-year Capital Program of \$63.5 Million. The Public Works Division is organized into five areas: Facilities, Fleet, Solid Waste, Street and Storm Water Operations, and Transit.

STAFF DEVELOPMENT

The Deputy will be required to maintain the strong and coordinated management team, continue to inspire a strong work ethic within the department, and develop resources in response to growth in services. Additionally, the Deputy Director will be responsible for the promotion of professionalism at all levels of the organization, mentoring of staff, increasing staff development through training and certification programs, and preparing in-house candidates for promotional opportunities.

LABOR RELATIONS

Public Works-Utilities Department personnel below the supervisory level are represented by the American Federation of State, County and Municipal Employees (AFSCME) Union. A collaborative Labor/Management relationship has been developed with unionized employees. The Deputy Director will be called upon to continue to build trust and a positive Labor/Management relationship with the Department, and to participate in regular Labor/Management Team meetings.



PERFORMANCE MEASURES

Candidate must have a strong background in analyzing performance measures with an emphasis on utilizing the performance data to manage the abilities of the division.

EXTERNAL ACTIVITIES

The Deputy Director of Public Works will serve as a key member of the City Management Team, and will serve as a Departmental representative in interdepartmental projects and activities. The Deputy will also represent the city of Peoria in other agencies and organizations in the State and region.

CANDIDATE PROFILE

Candidates for this position should be exceptional leaders, capable of managing and directing the Public Works Division, and participating as a key member of the City Management Team. The selected candidate must show an interest and aptitude in all areas of Public Works administration, including management of highly complex and multi-disciplinary activities and projects, preparing and managing the divisional budget, representing all major program areas in liaison activities, and coordinating special projects across divisions.

The ideal candidate will have broad operations or engineering experience in a complex, multi-faced environment. Additional experience in community involvement, teambuilding, and labor relations is desirable. Experience working in a growing community is a plus.

The position will require the development of strong relationships with individuals and organizations, and will demand excellent written and oral communication skills.

The Deputy Director will be called upon to make presentations in a clear and credible manner before the city council, interested citizens, committees, management teams, and the media. This position requires a person with a high energy level, capable of operating with significant independence and initiative, yet open to innovative problem solving solutions. It is extremely important that the Deputy Director of Public Works be approachable, available and able to communicate with all members of the staff and community.

The Deputy Director of Public Works must be an effective leader of people and processes, able to utilize and develop the talents of staff and subordinates, advocate on behalf of the Department, and facilitate a team environment while being firm but fair. The Deputy must be a good listener; with logical analytical and persuasive skills, and a person with imagination, vision and flexibility.

A proven record of advancement and personal stability with past employers must be evident. This is a position of public trust; personal integrity and ethics must be beyond reproach.

EXPERIENCE AND EDUCATION

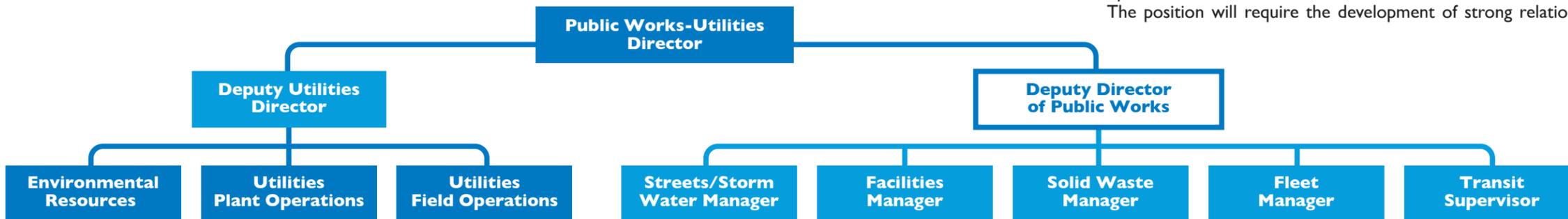
This position requires extensive operations or engineering experience in a complex, multi-faceted environment, including seven years of management responsibility. The ideal candidate will possess a Bachelor's Degree from an accredited college or university with major course work in public administration, engineering, business or a related field.

Desired qualifications would include any of the following: Arizona Registered Professional Engineer, Registered Professional outside of Arizona.

A Master's Degree is a plus.

COMPENSATION

The city of Peoria has established a salary range for this position of \$93,459-\$138,082, depending on qualifications. The city offers an excellent benefit package, including a deferred compensation program, ICMA 401(a) and 457 retirement programs as well as membership in the Arizona State Retirement System. A choice of Blue Cross/Blue Shield medical plans, vision, dental and city-paid life insurance.



TO APPLY
If you are interested in this outstanding opportunity, please visit our website at www.peoriaaz.gov/rocs to apply online.

Application Closing Deadline: April 20, 2014