



AN INVITATION TO AN EXCITING CAREER OPPORTUNITY

# IRVINE

## CALIFORNIA



### **DIRECTOR OF PUBLIC WORKS & SUSTAINABILITY**

Salary Range  
**\$172,577.60–\$268,881.60**  
Annually





# POSITION

*Irvine's leadership believes passionately that in order to be a truly effective organization capable of living out its mission, the City must always start with a focus on people. To that end, we are seeking an accomplished leader to serve as the next Director of Public Works & Sustainability.*

To meet the standards of our high-performing organization, the City of Irvine seeks more than just strong technical expertise. The ideal candidate will be an authentic leader, grounded in humility, who understands and values the essential role people play in building and sustaining a successful organization.

If you are a forward-thinking and collaborative leader looking to make a lasting impact, consider joining our team to lead major capital projects that will drive a more sustainable future for Irvine. Be part of something meaningful and apply today!

The Director of Public Works & Sustainability plays a critical role in advancing the City's capital improvement program (CIP) and maintains the City's existing infrastructure. This position is essential to the successful delivery of current and future infrastructure projects, maintenance and rehabilitation of the City's existing assets, while also providing strategic leadership for the City's sustainability initiatives.

The City is preparing to undertake major infrastructure projects of a scale rarely seen in municipal government. The current CIP has a budget of more than \$500 million, with an average of \$100 million in new allocation annually. The successful candidate will be instrumental in delivering projects to keep the City's assets and infrastructure in the excellent conditions that the community of Irvine comes to expect.

Furthermore, this division manages traffic engineering, neighborhood traffic, transportation planning, and public transit (Irvine CONNECT) for the City of Irvine.

In addition, Irvine takes great pride in being a regional leader in advancing sustainability initiatives, with environmental programs currently topping the list as one of the City's most important policy areas. Irvine has adopted the aspirational goal of becoming carbon neutral by 2030, and the new Director of Public Works & Sustainability will be charged with finalizing the development and implementation of the City's Climate Action and Adaptation Plan (CAAP), and more!





# THE IDEAL CANDIDATE

## Director of Public Works & Sustainability

If you have a passion for teamwork and a commitment to continual improvement, are intrigued by the thought of being part of a team charged with enhancing the City of Irvine, are looking to join an organization that values people and community and delivering real results, then Irvine could be that special place you've been imagining for your next career move!

- Demonstrate a desire to engage in the hard work needed for an agency to deliver premier projects and programs.
- Be willing to put the needs of the team ahead of any personal desires and ambitions.
- Value serving the community.
- Passionate about finding innovative solutions while understanding the work and resources needed to achieve these goals.
- Ability to inspire the team with a genuine leadership style grounded in humility.
- Expertise in strategic planning and technical knowledge of transportation systems, funding, design, and project management.

### MINIMUM QUALIFICATION

- Bachelor's degree in Civil Engineering, Architecture, Business Administration, Construction Management, or a related field.
- Minimum of eight (8) years of increasingly responsible experience in Public Works construction management and administration experience, or any combination of education and experience that provides equivalent knowledge, skills, and abilities.
- Master's degree preferred.
- Possession of, or ability to obtain, a valid California driver's license.

### DESIRABLE QUALIFICATION

- Registration as an engineer and/or a certification in construction management is highly preferred.







 HUMAN RIGHTS CAMPAIGN  
 equality federation

**100**

Proud to have earned a perfect score on the **Municipal Equality Index**

HRC.ORG/MEI



# DEPARTMENT

## Public Works & Sustainability

The Public Works & Sustainability Department is an integral part of the enhancement of the City's infrastructure delivery and sustainability efforts. The department will be tasked with the design, development, and delivery of all capital projects advanced by the City, from the annual CIP project listing, to the implementation of Active Transportation Program efforts, to the implementation of the Urban Forest Master Plan ([view the 2025 Interactive Capital Improvement Projects Maps here](#)). In addition, given the City Council's policy direction that Irvine serve as the regional leader in advancing municipal sustainability efforts, the department will be tasked with overseeing all environmental programs and efforts in the City, including the development and implementation of the City's Climate Action and Adaptation Plan (CAAP).

The successful candidate will be leading a team of approximately 215 people and several key consultant firms at the outset, with additional operational adjustments to be determined after the City identifies a final candidate for this role.





# CITY OF IRVINE

The City of Irvine is a Charter City, operating under a Council/Manager form of government. Its nine departments include Administrative Services, the City Manager's Office, City Clerk's Office, Communications & Engagement, Community Development, Community & Library Services, Human Resources, Public Safety, and Public Works & Sustainability.

Since its incorporation in 1971, Irvine has become a nationally recognized City, with a population of over 318,000 that spans 66 square miles and is recognized as one of America's safest and most successfully master-planned urban communities.

In 2021, Irvine was the fastest growing city in California, and is now the 13th largest city in the State by population. Irvine is home to more than 20,000 businesses and several robust industry clusters, including life sciences, information technology, aerospace, advanced manufacturing, and digital arts and media.



THE ORANGE COUNTY  
**REGISTER**

Top-rated educational institutions like UC Irvine, an enterprising business atmosphere, sound environmental stewardship, and respect for diversity, equity, and inclusion all contribute to Irvine's high quality of life. This family-friendly City features more than 16,000 acres of parks, sports fields, and dedicated open space and is the home of Great Park. Other notable attractions include the Irvine Spectrum Center, Irvine Barclay Theatre, and Bommer Canyon.

IRVINE REMAINS THE  
**SAFEST CITY  
IN AMERICA**  
FOR THE 18TH CONSECUTIVE YEAR,  
BASED UPON FBI STATISTICS FOR  
VIOLENT CRIMES.





# BENEFITS PACKAGE

*The City of Irvine offers excellent job security and a highly competitive compensation and benefits package including:*

## RETIREMENT

CalPERS 2% at 62 formula for new and “PEPRA” CalPERS members who joined on or after 1/1/2013. CalPERS 2% at 55 formula for “classic” CalPERS members who joined before 1/1/2013 and have never had more than a six-month break in service. Note: CalPERS will make the ultimate determination of retirement formula tier.

## HEALTH PLAN

The City currently offers medical, dental, and vision insurance coverage for employees and their dependents. In addition, the City provides life insurance and a disability plan for employees.

## LEAVE TIME

120 to 200 hours of annual vacation accrual depending on years of service; 12 paid holidays per year; 96 hours of sick leave per year; 60 hours of administrative leave per year; and 120 hours of annual personal leave.

## CAR ALLOWANCE

The City provides a monthly car allowance of \$550.

## MANAGEMENT INCENTIVE COMPENSATION

The City offers additional compensation in the amount of 3% above base salary.

## FLEXIBILITY

5/40, 9/80, or 4/10 work week schedules are available dependent upon assignment. Paid lunch included.

## STUDENT LOAN FORGIVENESS

The City is a qualifying employer for the Public Service Loan Forgiveness Program. Visit [studentaid.gov](http://studentaid.gov) for more information.

## RETIREE HEALTH SAVINGS

The City shall contribute an amount equal to 2% of an employee’s base salary in a retiree health savings account.

## LONGEVITY INCENTIVE COMPENSATION

The City provides compounding incremental financial incentives of 3% to 10.33% at the 10, 15, and 20 years of service milestones.

## Salary

**\$172,577.60–\$268,881.60**

Annually Depending on Qualifications

## CELLULAR PHONE ALLOWANCE

The City provides a monthly cellular phone allowance of \$100. Provided \$1,000 for cellular equipment initially and once every two years.

## EMPLOYEE DISCOUNTS

Entertainment discounts available for many theme parks and attractions throughout Orange County, Los Angeles, and San Diego.

## HEALTH AND WELLNESS

Health and Wellness Benefit of \$1,000 per year for work related expenses, training costs, and other unreimbursed expenses.

## WELLNESS PROGRAM

City Wellness program that includes on-site fitness centers.

## DEFINED CONTRIBUTION (401A)

The City shall contribute an amount equal to 4% of an employee’s base salary in a defined contribution account.

## PREVENTATIVE EARLY DETECTION SCREENING

Employees shall be eligible for one preventative early detection screening provided by Longevity on an annual basis.

## PARENTHOOD LEAVE

160 hours of paid parenthood leave within one year of birth or adoption.

## NURSING-FRIENDLY

Access to a mother’s room, or other private setting, and lactation breaks for nursing mothers.

## PROFESSIONAL ADVANCEMENT

Professional Advancement benefit of 12.35% for employees who attain or currently hold a Master’s Degree or equivalent certification.

*Disclaimer: Refer to your MOU for more information and/or restrictions based on status.*





Nosotros Somos Irvine

我們是爾灣

Împreună formăm Irvine

우리가 어바인의 얼굴입니다

Biz Irvine'iz

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Chúng Tôi Là Irvine

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ما ارواين هستيم

私たちは、Irvine 出身です

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Irvine نحن

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# WE ARE IRVINE



The City of Irvine is recognized as one of the most ethnically diverse and fully integrated cities in the country. With a population of nearly 320,000 residents, the City has grown significantly since its incorporation in 1971. Many residents, businesses, and employees have selected Irvine to live and work because of its history of celebrating diversity, equity, and inclusion. The City is committed to ensuring that every person living and working in our community is treated with fairness, and has access to equitable services and opportunities.

Our commitment is to promote diversity in the City of Irvine workforce by recruiting highly qualified candidates and fostering meaningful collaborative partnerships with City departments and the community. The City of Irvine is taking steps to ensure we embrace and celebrate diversity in all aspects of our community and foster a workplace environment that is inclusive of all cultures, backgrounds, races, and ethnicities.

## Our Commitment

To provide exceptional municipal services that foster inclusiveness of all cultures, backgrounds, races, and ethnicities.



[cityofirvine.org](http://cityofirvine.org)

DIRECTOR OF PUBLIC WORKS & SUSTAINABILITY

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# ONE IRVINE

## The importance of organizational culture & fit in Irvine

In Irvine, we have worked to develop a workplace culture built around the premise that people are the most important foundational element that will drive long-term success for our community. To further that objective, we have spent time identifying explicitly that we expect members of our team to embrace a team-oriented model, as defined through our **One Irvine** values framework.

We are One Irvine... through embrace of a TEAM-ORIENTED approach by living our values every day.

### HUMILITY

Consistently put the needs of the team ahead of individual self-interest.

### INNOVATION

Ensure process discipline, while also embracing a continuous improvement philosophy.

### EMPATHY

Include everyone by respecting, listening, helping, and appreciating others.

### PASSION

Show initiative and courage while staying enthusiastic about our people and work.

### INTEGRITY

Communicate candidly, work hard, and hold ourselves accountable for our role in the delivery of results.







# APPLY HERE

This recruitment may be open through September 12, 2025. This is a continuous recruitment and interested applicants should submit their application as soon possible. This recruitment may close at any time without notice.

## For questions and inquiries, contact:

**Gladys Chavez**

Human Resources

1 Civic Center Plaza Irvine, CA 92606

**Telephone:** 949-724-6067

**Email:** [recruit@cityofirvine.org](mailto:recruit@cityofirvine.org)

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