



CITY OF SELMA, ALABAMA

EXECUTIVE LEADERSHIP OPPORTUNITY

Director of Public Works & Infrastructure Services

Member of the Mayor's Executive Leadership Team

Part of the City of Selma Government Modernization Initiative

Lead the Future of Selma

The City of Selma is seeking an accomplished, collaborative, and service-driven executive to serve as its next **Director of Public Works & Infrastructure Services**.

This is more than a department leadership position. It is an opportunity to become a member of the Mayor's Executive Leadership Team and help shape the future of one of America's most historic cities.

As part of the City's Government Modernization Initiative, Selma is strengthening leadership, modernizing operations, improving accountability, and enhancing the delivery of municipal services. The Director of Public Works & Infrastructure Services will play a central role in this transformation by leading the City's largest operational department and ensuring that residents receive reliable, responsive, and high-quality public services.

The ideal candidate is a strategic thinker and servant leader who values integrity, teamwork, innovation, and measurable results. This individual will work collaboratively with the Mayor, fellow executive leaders, employees, elected officials, community partners, and residents to improve infrastructure, protect public assets, and strengthen neighborhood services.

If you are passionate about public service and committed to building high-performing organizations, we encourage you to apply.

Position Summary

The Director of Public Works & Infrastructure Services serves as the executive responsible for planning, directing, coordinating, and evaluating the City's public works operations. As a member of the Mayor's Executive Leadership Team, the Director provides strategic leadership for infrastructure maintenance, municipal facilities, fleet management, neighborhood improvement, environmental operations, and other essential public services.

The Director is responsible for developing long-range operational strategies, improving organizational performance, managing departmental resources, administering the departmental budget, and ensuring efficient, customer-focused service delivery that supports the City's strategic priorities.

Department Mission

To enhance the quality of life for the citizens of Selma through the effective management, maintenance, and improvement of public infrastructure, municipal facilities, neighborhoods, and essential public services while providing responsive, efficient, and accountable municipal operations.

Department Overview

The Department of Public Works & Infrastructure Services is responsible for maintaining many of the City's most visible and essential public assets. The department oversees transportation infrastructure, municipal facilities, fleet operations, grounds maintenance, environmental services, neighborhood improvement, and other operational functions that directly affect residents and businesses.

The department also serves a critical role during emergency response and disaster recovery efforts by maintaining operational readiness and supporting the continuity of essential municipal services.

Organizational Responsibilities

The Director provides executive leadership for:

- Streets and Road Maintenance
- Drainage and Stormwater Management
- Fleet Management
- Public Buildings and Facilities
- Grounds Maintenance
- Cemetery Operations
- Landfill Operations
- Animal Services
- Neighborhood Improvement Division
 - Code Enforcement
 - Property Maintenance
 - Nuisance Abatement
 - Community Cleanup Initiatives

Primary Responsibilities

The Director will:

Executive Leadership

- Provide strategic leadership for the Department of Public Works & Infrastructure Services.
- Establish departmental goals, objectives, and performance measures aligned with the City's strategic priorities.
- Foster a culture of professionalism, accountability, innovation, and continuous improvement.
- Collaborate with the Mayor and Executive Leadership Team on citywide initiatives.

Infrastructure & Asset Management

- Direct the maintenance, repair, and improvement of streets, drainage systems, rights-of-way, and related infrastructure.
- Develop long-range infrastructure and asset management strategies.
- Recommend capital improvement priorities and oversee implementation.

Public Buildings & Facilities

- Oversee maintenance, repair, and long-term planning for City-owned buildings and facilities.
- Coordinate major facility improvements and capital projects.

Fleet & Equipment

- Manage the City's fleet and equipment program, including maintenance, replacement planning, and operational efficiency.

Neighborhood Improvement

- Oversee Code Enforcement and neighborhood improvement initiatives.
- Coordinate nuisance abatement and property maintenance activities.
- Support beautification efforts and neighborhood revitalization.

Operational & Financial Management

- Prepare and administer the departmental budget.
- Monitor expenditures and recommend operational efficiencies.
- Develop performance metrics and evaluate departmental outcomes.
- Ensure compliance with applicable laws, regulations, and City policies.

Personnel Leadership

- Recruit, develop, mentor, and evaluate departmental personnel.
- Promote employee engagement, accountability, and professional development.
- Build a high-performing team committed to public service.

Executive Leadership Profile

The successful candidate will demonstrate the ability to:

- Lead with integrity, professionalism, and accountability.
- Build trust among employees, elected officials, and the public.
- Develop high-performing teams through coaching and mentoring.
- Collaborate effectively across departments.
- Manage public resources responsibly.
- Solve complex operational challenges with sound judgment.
- Foster innovation and continuous improvement.
- Deliver exceptional customer service.
- Advance the City's vision of “**Rebuilding Selma Together**”.

Education, Experience & Leadership Profile

The City of Selma recognizes that exceptional leaders come from diverse educational, professional, military, nonprofit, and public service backgrounds.

Qualified applicants should possess a combination of education, technical expertise, management experience, and demonstrated leadership sufficient to successfully perform the responsibilities of this position.

Examples of qualifying backgrounds include:

- A bachelor's degree in Public Administration, Engineering, Construction Management, Business Administration, Environmental Management, or a related field; or
- An equivalent combination of education, military service, professional certifications, and progressively responsible leadership experience.

Municipal government experience is preferred but not required.

Leadership experience in county government, utilities, engineering, construction, transportation, facilities management, higher education, military service, or comparable operational environments is encouraged.

The successful candidate will demonstrate:

- Strategic leadership
- Sound judgment
- Organizational management
- Fiscal responsibility
- Strong communication skills
- Collaborative leadership
- Commitment to ethical public service

Knowledge, Skills & Abilities

The successful candidate should demonstrate knowledge of:

- Infrastructure and asset management
- Public works operations
- Construction and maintenance practices
- Budget preparation and administration
- Personnel supervision
- Capital planning
- Emergency operations
- Contract administration
- Customer service principles

Ability to:

- Lead diverse operational teams.
- Manage multiple priorities simultaneously.
- Analyze operational challenges and develop practical solutions.

- Build productive partnerships.
- Communicate effectively with employees, elected officials, and the public.
- Exercise sound judgment and promote accountability.

What Success Looks Like

During the first year, the successful Director will work with the Mayor and Executive Leadership Team to:

- Strengthen departmental accountability and communication.
- Improve response times for core public works services.
- Develop measurable operational performance standards.
- Implement preventive maintenance strategies for infrastructure, facilities, and fleet assets.
- Improve coordination of neighborhood improvement and code enforcement activities.
- Support the City's long-term capital improvement planning efforts.
- Foster a positive, service-oriented culture within the department.

Why Build Your Career in Selma?

The City of Selma is committed to building a professional executive leadership team focused on innovation, accountability, collaboration, and exceptional public service.

This position offers the opportunity to make a meaningful and lasting impact by leading one of the City's most important operational departments while helping shape the future of a community with a rich history and tremendous potential.

Benefits

The City of Selma offers a comprehensive employee benefits package in accordance with City policy.

Application Process

Interested applicants should submit:

- Letter of Interest
- Resume
- Three Professional References

Applications should be submitted to:

Office of the Mayor

City of Selma
222 Broad Street
Selma, Alabama 36701

Email: mayoroffice@selma-al.gov

Applications will remain open until the position is filled unless otherwise announced.

Build the Future With Us

The City of Selma is committed to building an executive leadership team that reflects the highest standards of professionalism, integrity, innovation, and public service.

If you are ready to lead, inspire, and make a meaningful impact on one of America's most historic communities, we invite you to apply.

Equal Opportunity Employer

The City of Selma is an Equal Opportunity Employer and encourages qualified applicants from diverse educational, professional, military, nonprofit, and private-sector backgrounds to apply. Equivalent combinations of education and experience will receive full consideration.