



PUBLIC WORKS DIRECTOR

\$145,000 - \$175,000

Plus Excellent Benefits

Apply by

May 1, 2022

(First Review, Open Until Filled)



WHY APPLY?



The Town of Avon is seeking a dynamic, innovative, and highly motivated leader to serve as the Town's Director of Public Works. This position is a newly created position to oversee four

previously separate departments consolidated into one Department, which include Public Operations, Engineering, Mobility and Fleet. Avon achieves a high standard of public service delivery, maintains a culture of excellence, and aspires to be a leader in public infrastructure design and transit operations. The Town places a heavy emphasis on establishing a long-term infrastructure maintenance plan, implementing climate action strategies, and providing regional operations support. Significant near-term projects include design and construction of a new Public Operations Facility, construction of employee housing, design and implementation of major drainage improvements, support for a pending Regional Transit Authority formation effort and implementation of aggressive water conservation efforts. This is an excellent opportunity to join a progressive community that supports diversity, climate action, and community housing investment, where the Town Council and staff reflect the citizen's support, expectations, and ambitions to meet the challenges of a growing and dynamic community.



THE COMMUNITY

Incorporated in 1978, the Town of Avon, Colorado is an all-season, year-round rural mountain resort community that serves as the up-valley hub in Eagle County for groceries, personal services, retail and office space. Located two hours west of Denver on Interstate 70, Avon is uniquely situated adjacent to Beaver Creek Resort and just seven miles from Vail. With a population of more than 6,000 year-round residents and 2,000 person visitor lodging base, Avon offers an enviable balance of outdoor recreation, high-end resort amenities, and easy access to a major metropolitan area. Avon is an unpretentious and diverse small town with a full calendar of family-friendly events that provides an unparalleled home to enjoy both an executive career and Colorado mountain town lifestyle. At an elevation of 7,400', Avon offers a slightly warmer sub-alpine climate on the valley floor while surrounded by an alpine environment with mountain peaks rising to 12,000' to 14,000'.

Easy access to Beaver Creek Resort is provided with direct connections via a gondola and free skier shuttle operated in partnership with Beaver Creek Resort. Free, year-round transportation is provided within the Town valley floor. The Eagle County Regional Airport is located just 26 miles to the west and is rapidly expanding direct flight services to many metropolitan hubs. Eagle County also operates ECO Transit, a regional transit service that operates throughout Eagle County and beyond from Vail, to Leadville, to Gypsum.

In addition to skiing and associated winter-time activities, the Town of Avon hosts a wide array of special events throughout the year including one of the largest 4th of July fireworks displays in Colorado, sporting events like the Xterra US Championship, and family-friendly activities like the Spring Easter Egg Hunt and the AvonLive! concert series. The Eagle River, which runs through Avon, features a purpose-built white-water park with three distinct water features. A bike path along the river connects Avon to neighboring communities. Several championship golf courses, within minutes of the Town, have earned Eagle County a Golf Digest Magazine ranking as one of the top 40 golf communities in which to live. Other summer activities include hiking, horseback riding, mountain and road biking, tennis and pickleball, and kayaking and rafting.



Eagle County entirely encompasses 1,694 square miles and spans from the summit of Vail Pass to Glenwood Canyon. Approximately 80% of Eagle County's land is public, comprised of National Forests, wilderness areas, Bureau of Land Management properties, and state and local public lands.

THE TOWN

The Town of Avon is a full-service municipality that operates under a Council-Manager form of government which consists of a seven-member, elected council, and a council-elected Mayor. The Town Manager is responsible for carrying out the policies and ordinances of the Council, overseeing the day-to-day operations of the Town, supporting Departments with resources and coordination as appropriate, and appointing Department Directors.

The Town operates on a 2022 budget of 42.7 million. Seven departments provide comprehensive community services, with 97 full-time staff and a part-time, seasonal, and temporary staff that varies between 60 to 75 staff, depending on the season. These departments include Public Works (Engineering, Public Operations, Fleet and Mobility), Community Development, Finance, General Government, Human Resources, Police, and Recreation.



THE DEPARTMENT

The Public Works Department is comprised of four divisions that include Public Operations, Engineering and Facilities, Mobility, and Fleet Maintenance. The department allocates \$14.6 million for Public Works operations and \$8.8 million for Capital Improvements Projects.

The Public Operations Division is headed by a Manager and an Assistant Manager of Public Operations, with a team of 16 fulltime employees. This Division is responsible for Roads, Bridges, Parks and Trails for the Town. In the winter, road plowing and maintaining the Town's ice-skating facility are key priorities. In the summer, maintenance of roads, bridges, drainages, streetscapes, landscaping, parks and trails is the focus.

The Engineering Division is headed by the Engineering Manager and a Facilities Superintendent. This Division is responsible for planning and delivering capital projects in the Town, maintenance of the public buildings and facilities, and oversight of the Town's irrigation water system, which includes two reservoirs, water ditches, and an extensive network of irrigation. This Division employs three fulltime engineers and four fulltime Facilities Technicians.

The Mobility Division is headed by a Chief Mobility Officer and a Superintendent. Mobility oversees in-town bus services, the skier bus connection to Beaver Creek, the Avon Regional Transit Facility, which hosts portions of ECO Transit and State of Colorado Bustang and soon to add Pegasus operations, various multi-modal mobility improvements and operations (e-bike share program, pedestrian improvements), and planned parking management. Mobility is staffed with six full time transit operators, and between 10-20 part time or seasonal operators, depending on the time of the year.

The Fleet Division is led by a Fleet Manager and a Foreman, as well as six fulltime professional fleet techs. Fleet provides critical vehicle maintenance for Town vehicles as well as many public fleet vehicles in the region, including Beaver Creek Transportation, Beaver Creek Metro District, Bachelor Gulch Metro District, Eagle River Fire Protection District, Eagle County Ambulance District, and several commercial enterprises. Fleet operations are approximately 1/3rd Town of Avon vehicles and 2/3rd third party vehicles.

THE POSITION

Under the general direction of the Town Manager, the Public Works Director develops the overall vision and strategic plan and directs the mission of the various Divisions within the Public Works Department, including the execution of Department goals approved by Avon Council. This position develops and executes the Department budget to provide operations and services effectively and efficiently, and develops and executes the department's preventive maintenance plan, five-year Capital Improvements programs and long-range asset management plan. Other responsibilities include monitoring each division's workload and staffing to develop methods for improving productivity and employee retention. The Director will oversee contractual and purchasing agreements for Public Works Department and represent the Department at internal and external meetings. This position serves in an important public relations role, negotiating solutions, making presentations, preparing reports, and advancing the needs of the Department. For a full job description that includes a full list of responsibilities, please view the attachment found [here](#).

IDEAL CANDIDATE PROFILE

Education & Experience:

- A bachelor's degree from a regionally accredited college or university in public administration, business administration, or closely related field and ten (10) years of proven, progressively responsible supervisory experience in the field of Public Works is required. Extensive background in, and work experience with, roads, bridges, parks, transit, fleet, facilities, and engineering programs is essential.
- An Engineering degree is strongly preferred.
- A Master's degree and CPWP-M certification are strongly preferred; a CFPF or CPWP-S certification is a plus.
- Spanish as a first or second language is valued. Approximately half of Avon's population is Hispanic.
- The successful candidate should possess a current Colorado CDL license, or be able to obtain one within three months of hire.
- Any equivalent combination of formal education, technical training, and experience may be substituted to meet the above qualifications.



Necessary Knowledge, Skills & Abilities:

- Experience overseeing and leading public works, engineering, transit, fleet and capital improvements in a similar sized mountain resort community or larger urban area.
- Proven public administration skills with regard to budgets, organization, and personnel management, as well as an open and comfortable style working with the general public, stakeholders, elected officials and third party partners.
- Ability to maintain a strong network with Avon's mountain resort community peers, and monitor national trends to keep current with emerging trends and implement best practices in Avon.
- Extensive knowledge of pertinent federal, state, and local rules, regulations, ordinances and other regulatory standards as they apply to Public Works and Town assets.
- Extensive knowledge of policies, procedures, practices, and equipment associated with maintenance of roads, bridges, parks, transit, buildings and vehicles, including the process for identifying performance metrics and outcome measurement.
- Knowledge of administrative principles and practices including goal setting and program budget development and implementation.
- Demonstration of continuing education via continued certification and professional education.
- Ability to provide administrative and professional leadership, personnel management, and direction to employees of the department, including but not limited to planning, delegating, coordinating, and supervising professional and technical personnel.
- Ability to establish and maintain effective working relationships with Town and other government officials, community groups, and public and media representatives.

- Ability to analyze problems, identify alternative solutions, project consequences of proposed actions and implement recommendations in support of goals.
- Ability to exhibit sound written and oral communication skills to develop and articulate Departmental goals, objectives, policies, and procedures.
- Experience in operating a wide variety of heavy equipment.



COMPENSATION & BENEFITS

- **\$145,000 - \$175,000 DOQ**
- Excellent healthcare that includes medical, dental, prescription and vision insurance.
- 401(a) with 11% contribution in lieu of Social Security.
- Free annual family pass to the Avon Recreation Center.
- Negotiated Paid Time Off.
- 12 days of sick leave earned each year.

**For more information on
The Town of Avon, please visit:
www.avon.org**

The Town of Avon is an Equal Opportunity Employer. All qualified candidates are strongly encouraged to apply by **May 1, 2022** (first review, open until filled). Applications, supplemental questions, resumes and cover letters will only be accepted electronically. To **apply online**, go to **www.prothman.com** and click on "Open Recruitments", select "Town of Avon, CO – Public Works Director", and click "Apply Online", or click [here](#).



www.prothman.com

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