



PUBLIC WORKS DIRECTOR

\$132,492 - \$161,040

Plus Excellent Benefits

Apply by
October 26, 2025
(First Review, Open Until Filled)

PROTHMAN



THE COMMUNITY



Located in the heart of eastern Washington's Palouse region, the City of Pullman is a thriving community of nearly 33,000 residents known for its strong sense of community, academic vitality, and exceptional quality of life. With a low crime rate, a lower-than-average cost of living, and the benefits of a less-dense population, Pullman offers a welcoming environment for families, professionals, and students alike.

Pullman is well-known as the home of Washington State University (WSU), a prestigious land-grant research institution that serves as the city's cultural, educational, and economic cornerstone. WSU enriches the region through Division I athletics, most notably Cougar football at Martin Stadium and basketball at Beasley Coliseum, along with track and field, soccer, baseball, and volleyball events.



In addition to WSU, Pullman's economy is bolstered by Schweitzer Engineering Laboratories (SEL), the second-largest employer in the county and a global leader in power systems protection and technology. SEL's presence draws talent from around the world and illustrates Pullman's spirit of innovation.

Pullman's walkable and inviting downtown is filled with locally owned bookstores, boutiques, coffee shops, and restaurants offering everything from Thai and Indian to Italian, Mexican, sushi, and American fare. Larger retailers and essential services are available at the Wheatland Mall and nearby shopping centers. The Pullman Chamber of Commerce plays an active role in supporting local businesses and promoting economic development.



The Pullman School District is recognized statewide for its academic excellence and commitment to student success, while Pullman Regional Hospital provides high-quality healthcare to the community with advanced medical services and a strong focus on patient care.

For those looking to get outdoors, residents and visitors enjoy hiking the forested trails of Kamiak Butte, exploring Klemgard Park's shaded picnic loops, and boating, fishing, or camping at Boyer Park & Marina on the Snake River. Anglers also frequent Rock Lake and Pampa Pond, while cyclists and runners appreciate the scenic Bill Chipman Palouse Trail connecting Pullman to neighboring Moscow, Idaho. Seasonal activities such as hunting, wildlife viewing, and huckleberry picking are also popular across the region.

Just a 15-minute drive east of the city, the community of Moscow, Idaho expands the region's cultural and recreational offerings. Home to the University of Idaho, Moscow hosts concerts, farmers markets, exhibitions, and events like Rendezvous in the Park and the Lionel Hampton Jazz Festival, while nearby Moscow Mountain offers extensive trails for hiking, biking, and trail running.

With excellent public institutions, a strong local economy, rich culture, and abundant recreational opportunities, Pullman stands as a premier place to live, work, and explore in the Inland Northwest.





THE CITY

The City of Pullman operates under a Mayor-Council form of government, with a 2025 budget of \$96.7 million and over 400 employees. The elected Mayor and elected seven-member Council, each serve four-year terms.

The City has seven departments, including Finance and Administration, Police, Fire, Parks and Recreation, Library, Community Development, and Public Works. The Finance and Administration Department's divisions include Finance & Accounting, Grants Management, Communications, IT, and Human Resources. The Public Works Department divisions include Engineering, Transit, Equipment Rental/Mechanics, Maintenance, Water Operations, and Wastewater Treatment.

The City has seven union groups representing a variety of employee classifications including fire department personnel and reserves, police staff and support personnel, transit workers, public works maintenance crews, and library employees.



THE DEPARTMENT & POSITION

The City of Pullman's Public Works Department oversees engineering and inspection, street maintenance and operations, sewage collection and treatment, water system management, public transit, and fleet maintenance. The department operates with 99 full-time and 11 part-time employees, on a 2025 budget of approximately \$50 million. The Department is organized into three divisions: Engineering, Maintenance and Operations (including Equipment Rental and Wastewater Treatment), and Pullman Transit. Employees are represented by the Teamsters and ATU unions.



Reporting to the City Administrator, the Public Works Director provides strategic direction for all public works functions of the City. The Director is accountable for departmental planning, policy implementation, and budget management, including the annual operating budget, capital improvement program, and transportation improvement plan. Responsibilities include administering engineering and utility projects, guiding private development review, maintaining city design standards, and coordinating transit and traffic planning. The role also involves building partnerships with regional and state agencies, supporting interdepartmental collaboration, and responding to community concerns with professionalism and transparency. This position requires a results-oriented leader with strong technical expertise and the ability to balance long-range planning with day-to-day operational needs. The Public Works Director must demonstrate skill in managing complex projects, advising elected officials, and motivating teams to meet the City's infrastructure and service priorities.

To review the full responsibilities of this position, please view the job description [here](#).

OPPORTUNITIES & PRIORITIES

Fiscal Management: The Public Works Director will oversee an approximate \$50 million budget related to streets, utilities, transit, and equipment rental division, while ensuring sound fiscal management and alignment with strategic priorities. This includes leading performance-based budgeting, long-term financial planning, and efficient resource allocation. Experience in capital planning and financial oversight across multiple departments will be a key to success.

Staff Support and Development: With 111 employees and two labor groups in the Department, Pullman seeks a leader who can support, motivate, and develop staff across all levels. The Director must foster collaboration, maintain strong labor relations, and promote a positive, accountable work environment through clear communication and consistent leadership.

Community Engagement & Collaboration: The Public Works Director will engage in collaboration and engagement with the community through various groups: PBAC, Palouse RTPO, WSU (Transportation Services, Capital Planning, and Civic Engagement), College Hill Association, to name a few. The Director will also be the public face of Public Works to the Council and the public.



Attitude of “Getting to Yes”: The City seeks a leader with a practical, solutions-oriented mindset. The Director must balance policy and flexibility to help residents, businesses, and staff find paths forward, encouraging a service culture that emphasizes responsiveness and creativity.

Project Management: Pullman has numerous active capital and departmental initiatives. The Director must coordinate planning and execution, manage competing priorities, and ensure projects are completed efficiently. Strong oversight, strategic thinking, and cross-departmental coordination will be a key to success.

EDUCATION & EXPERIENCE

- A bachelor's degree in engineering, preferably civil engineering, and Certification as a Professional Engineer is required, and/or the ability to obtain Washington State P.E. Certification within six months of hire is required.
- Seven (7) years of progressively responsible managerial experience in public works construction projects and/or engineering design is required. Experience in transit operations is preferred.
- An equivalent combination of education, experience and training that allows a candidate to successfully perform the essential duties of this position may be considered.



COMPENSATION & BENEFITS**Salary: \$132,492 - \$161,040 DOQ****Paid Benefits Include:**

- Three insurance plans to choose from as low as \$0 for spouse & all dependents – Plans with deductibles as low as \$200; high deductible plan includes employer sponsored contribution to Health savings account. Vision & Dental Insurance with no cost sharing for employee & all dependents
- \$15,000 Basic Life & Accidental Death & Dismemberment Insurance
- Short Term Disability Insurance
- PERS2 or PERS3 Retirement
- Employee Assistance Program
- 96 Hours Vacation Preloaded
- 96 Hours Sick Leave Preloaded
- 12 Paid Holidays
- 40 Hours of Administrative Leave Annually (Prorated)
- Relocation Expenses Negotiated

Elective Benefits Include:

- Deferred Compensation
- Additional Life & Spouse Life Insurance
- Discounts on Parks & Rec Membership
- Discounts on Life Flight Membership
- Long-term Care Insurance



**For more information on
the City of Pullman, please visit:**

www.pullman-wa.gov

www.pullmanchamber.com



The City of Pullman is an Equal Opportunity Employer. All qualified candidates are strongly encouraged to apply by **October 26, 2025** (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 "City of Pullman, WA – Public Works Director" and click "Apply Online," or click [here](#). Resumes, cover letters, and supplemental questions can be uploaded once you have logged in.

PROTHMAN

www.prothman.com

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