

Deputy Director of Public Works
Operations Division
Town of Waynesville, NC

Applications Accepted Beginning April 2, 2025

THE POSITION

The Town of Waynesville's Department of Public Works is seeking a dynamic and transformational leader who embodies strategic vision and operational excellence. Strong communication skills are needed to foster collaboration among teams and effectively engage stakeholders, ensuring transparency and accountability. A commitment to continuous improvement and a proactive approach to problem-solving are essential, as is the ability to inspire and develop staff through coaching and mentoring. This leader must prioritize safety and regulatory compliance while driving efficiency across all divisions.

Under the supervision of the Director of Public Works, the Deputy Director of Operations plans, organizes, and directs the activities of the Water/Sewer Division, Fleet Division, Streets & Stormwater Division, and Sanitation Division. Deputy Directors will co-manage in the Director's absence.

This role offers a unique opportunity to shape and implement innovative operational strategies that enhance service delivery, improving the quality of life for residents. Additionally, this position allows for direct involvement in various critical divisions, such as Street Maintenance and Stormwater Management, offering a comprehensive view of public works operations and the ability to influence outcomes across multiple disciplines.

PRIORITIES

- **Operational Oversight and Resource Allocation -** Effectively manage and optimize the scheduling and allocation of resources across divisions
- **Safety Program Management -** Lead the department's safety initiatives, ensuring OSHA regulations and best practices
- **Workflow Management and Process Improvement -** Oversee workflow management systems to enhance efficiency, tracking project progress
- **Budget and Resource Management -** Assist in development & managing operating & capital budgets, including estimating costs and overseeing procurement
- **Public Engagement and Coordination -** Address inquiries & manage service requests
- **Strategic Leadership and Problem-Solving -** Collaborate with the Director to identify challenges & develop strategic solutions



DESIRED CAPABILITIES

The ideal candidate for the Deputy Director of Operations position should possess exceptional leadership capabilities, characterized by a strong ability to inspire and motivate teams toward achieving common goals. This individual must demonstrate expertise in operational management and strategic planning, effectively translating departmental objectives into actionable plans. They should have a proven track record of optimizing workflows, implementing process improvements, and leveraging technology to enhance efficiency. Additionally, strong communication skills are essential for fostering collaboration among diverse teams and engaging with various stakeholders, ensuring clear information flow and alignment with the department's vision.

In addition to leadership and operational skills, the candidate should exhibit a deep commitment to safety and compliance, with the ability to develop and enforce workplace safety programs that meet regulatory standards. Effective problem-solving skills are crucial, as the Deputy Director will need to identify challenges and devise innovative solutions to improve service delivery and resource management. A collaborative mindset is also important for liaising with external agencies and the community, addressing concerns, and promoting transparency. Overall, the desired capabilities combine strategic thinking, strong interpersonal skills, and a results-driven approach, positioning the Deputy Director as a pivotal leader within the Public Works Department.

LEADERSHIP OPPORTUNITIES

- Team Development & Mentorship
- Cross-Department Collaboration
- Strategic Influence
- Safety Leadership
- Community Engagement
- Innovation & Process Improvement



EDUCATION AND EXPERIENCE



A bachelor's degree in Public Administration, Civil Engineering, Environmental Science, Project Management or a related field is typically required. A minimum of 5 years of progressive experience in construction project management, public works infrastructure management, or municipal operations, with at least 3 years in a leadership role. Strong knowledge of public works operations, including solid waste management, street maintenance, fleet, facilities, water and sewer services, stormwater management, fleet services, and capital project oversight. Proven experience with workflow management software, scheduling systems, and regulatory compliance.

ABOUT WAYNESVILLE

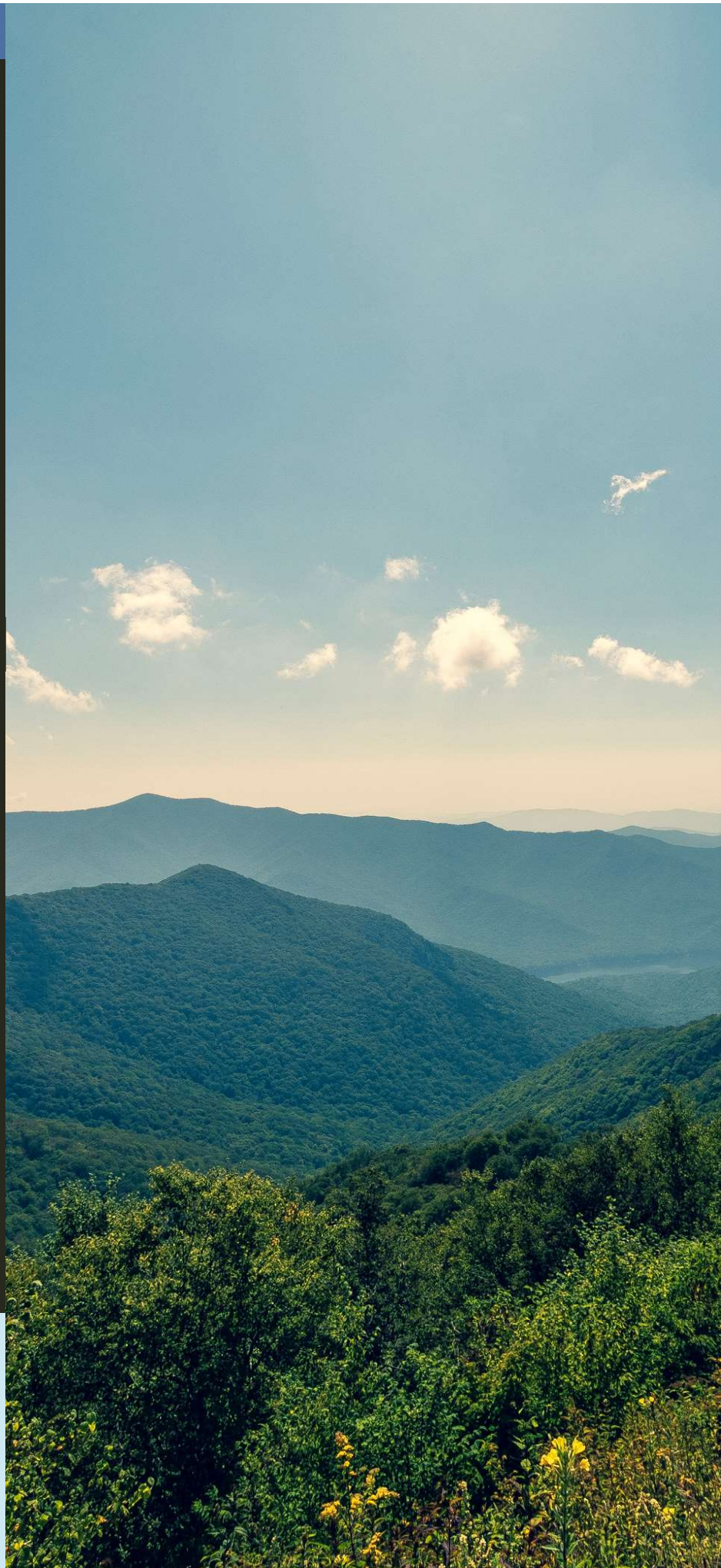
Known affectionately as the Gateway to the Smokies, Waynesville is the largest municipality west of Asheville, and the county seat of Haywood County.

Waynesville has a vibrant sense of community and rich cultural heritage. It combines the beauty of nature with the warmth of Southern hospitality, making it a delightful destination for residents and visitors alike.

Waynesville has retained its historic charm while embracing modern amenities. The town's main street is lined with quaint shops, local art galleries, and diverse dining options, reflecting the creative spirit of its residents. Throughout the year, Waynesville hosts various festivals and events that celebrate local arts, crafts, and traditions, drawing visitors from near and far.

More about Waynesville

[Town of Waynesville](#)
[Haywood County](#)



Compensation and Benefits

The hiring range for this position is \$62,685 - \$81,491 annually. In addition to competitive compensation, the Town of Waynesville provides a comprehensive benefits package, including between 14 and 26 days of annual leave based on years of public service, 12 paid holidays, and 12 days of sick leave annually.

Full-time employees are eligible for no-cost health, life, and dental benefits. Employees have free access to the Town's Employee Assistance Program and a free gym membership. Retirement savings include membership in the Local Government Employees Retirement System with employer contributions of 14.35% beginning July 1, 2025, and a Town-sponsored 401K benefit with a 5% employer contribution. Participation in the retirement plans is mandatory. For more information about the Town's health benefits, visit waynesvillenc.gov/departments/human-resources/employment.

APPLICATION AND SELECTION PROCESS

Qualified candidates please submit your cover letter, resume, and application to the Director of Human Resources: pmccurry@waynesvillenc.gov

This position is open until filled. For more information, please contact Page McCurry at 828.452.2491.

