



## Public Works Director – City of Indianola, IA

**The City of Indianola, IA (pop. 16,297).** The City of Indianola is seeking a collaborative and experienced public works professional to join their leadership team. As the next Director, you will assist in the planning and implementation of capital projects while ensuring regulatory compliance and advancing departmental policies and strategic plans. This is a fantastic opportunity to lead a department poised for progress in a community where leadership and innovation are welcomed and supported. The Public Works Director will have a significant opportunity to shape operations and lead policy development in a growth-minded community.

Reporting to the City Manager, the Public Works Director oversees a department of 18 full-time employees in addition to two seasonal staff. The Director has two direct reports, including the Streets Superintendent and Wastewater Superintendent (this position is currently vacant). The department encompasses core municipal services, including streets, stormwater management, brush facility, and water resource recovery for treating and managing wastewater. In FY2027, the department oversees a Streets budget of \$2.8M, Stormwater budget of \$700,000, Sewer budget of \$2.7M, and \$5.8M capital program.

### Key Responsibilities:

- Serve as the City's expert on public works matters, providing strategic leadership and overall management of public works operations, including streets, wastewater utilities, traffic control, and related services.
- Lead the development and implementation of departmental policies, procedures, and best practices in alignment with American Public Works Association (APWA) standards to improve service delivery and operational efficiency.
- Coordinate public infrastructure and development activities, including plan review, right-of-way management, and collaboration with internal and external stakeholders.
- Direct and develop department staff through supervision, training, performance management, and operational planning.
- Build and maintain constructive labor relations and participate in collective bargaining and grievance resolution processes as needed.
- Prepare, present, and manage the annual operating budget for the Public Works Department, ensuring responsible fiscal management and adherence to City procurement policies.
- Plan, implement, and oversee capital improvement projects from design through construction, ensuring quality, cost control, and timely delivery.

### Minimum Qualifications:

- Seven (7) years of progressively responsible work-related experience with at least three (3) years of supervisory experience required. An equivalent combination of education and experience will be considered.
- Associate's degree in construction management/administration, public/business administration, civil engineering or a closely related field required.
- While experience in municipal work is a plus, relevant private sector experience will also be considered.
- Must possess a valid Iowa Driver's License or ability to obtain one.

The full salary range is \$122,812 - \$165,930 +/- DOQ. Residency is not required. The City of Indianola offers a competitive benefits package that includes paid vacation, sick, holiday time; contributions to medical, dental, vision insurance; an annual HSA contribution of \$2600; 457(b) deferred compensation plan; complimentary family membership to the Recreation Center; and Iowa Public Employees' Retirement System (IPERS) eligibility.

Apply online at [www.GovHRjobs.com](http://www.GovHRjobs.com) with a resume and cover letter by June 1, 2026. This position is open until filled. Confidential inquiries may be directed to Ashley Eccles at 847-380-3240 x134. The City of Indianola is an Equal Opportunity Employer