PUBLIC
VENTURA COUNTY
WORKS

The County of Ventura Invites Applications For

ASSISTANT DIRECTOR, PUBLIC WORKS

Annual salary up to $268,265.91*

**Eligible for up to a 5% educational incentive*



COUNTY of VENTURA

COMPENSATION & BENEFITS

The County of Ventura offers an attractive compensation and benefits package. The salary range for this position is $191,599.72 - $268,265.91 annually. An employee within this position will also be eligible for the following:

- **General Salary Increase (GSI)** of 3.5% effective December 20, 2026, and 3.5% effective December 19, 2027.
- **Educational Incentive:** An educational incentive of 2.5% for completion of an associate degree, 3.5% for completion bachelor's degree, OR 5% for completion of a graduate degree.
- **Executive Annual Leave:** The candidate selected for this position will earn 248 hours per year, increasing to 288 hours after 5 years of service, to 328 hours after 10 years of service, and to 368 hours after 15 years of service. Credit for prior public service may be considered (Management Resolution, § 1202A).
- **Annual Leave Redemption:** The ability to "cash in" or redeem up to 100 hours of Annual Leave per year after using 80 hours of annual leave within the previous 12 months. Effective Election Year 2027, the maximum annual leave eligible for cash out will increase to two hundred (200) hours (Management Resolution, § 1207).
- **Holidays:** 13 paid days per year which includes a scheduled floating holiday.
- **Deferred Compensation:** Eligible to participate in the County's 401(k) Shared Savings Plan and/or the Section 457 Plan. This position is eligible for up to a 3% match on your 401(k)contributions. Annually, eligible employees meeting the criteria in Sec. 1907 of the Management Resolution will receive two percent (2%) of their annualized compensation non-elective contribution into their 401(k) account.
- **Health Insurance Plans:** Medical, dental, and vision plans for you and your dependents. A flexible credit allowance of up to $26,626.86 annually.
- **Flexible Spending Accounts:** Increase your spending power by reimbursement with pre-taxed dollars for IRS-approved dependent care and health care expenses.
- **Pension Plan:** Both you and the County contribute to the County's Retirement Plan. If you are eligible, you may establish reciprocity with other public retirement systems, such as CalPERS.
- **Additional Benefits:** Incumbents are entitled to County-paid membership in professional organizations related to their position; other benefits include Disability Plans, Employee Assistance Program, Life Insurance, Tuition Reimbursement, and Wellness Program.



OUR COUNTY & COMMUNITY

Ventura County is located on California's "Gold Coast," approximately 35 miles northwest of Los Angeles and 20 miles southeast of Santa Barbara. Residents enjoy rolling hills and sweeping ocean views in a nearly perfect Mediterranean climate with an average annual temperature of 74 degrees. The beauty and weather combined with a wonderful quality of life are among the many reasons our residents choose to call Ventura County "home."

Ventura County is a "general law" county, governed by a five-member, elected–by-district Board of Supervisors. The Supervisors appoint a County Executive Officer (CEO) to oversee the County budget, day-to-day operations, and to advise, assist and act as an agent for the Board of Supervisors in all matters under the Board's jurisdiction.

It focuses on serving its residents by promoting engagement, strategy, execution and accountability to include diversity, equity, and inclusion initiatives to ensure that all employees are treated with respect and without discrimination, and to improve culturally appropriate outcomes for community members.

The County is supported by a total budget of approximately $2.8 billion and more than 10,000 budgeted full-time equivalent (FTE) allocations in 28 agencies/departments. The County provides a broad variety of services including safety and social services, healthcare, airports, harbor, resource management, parks, information technology, and public works. There are six elected department heads in addition to the Board of Supervisors: Assessor, Auditor-Controller, Clerk-Recorder/Registrar of Voters, District Attorney, Sheriff, and Treasurer-Tax Collector.



PUBLIC WORKS AGENCY

The County of Ventura's Public Works Agency (PWA) is comprised of five departments: Central Services, Engineering Services, Roads and Transportation, Water and Sanitation and Watershed Protection, each led by a director. Together, these departments provide efficient and cost-effective public works services that enhance safety, health, and quality of life in Ventura County. The agency operates on an annual budget of $350 million and employs 411 full-time equivalents (FTEs).

Public Works fosters a culture of continuous improvement, workplace safety, and emergency readiness, positioning itself as a regional leader in public works. Executive leadership prioritizes a deep understanding of surface and groundwater issues, including the quantity, quality, stormwater management, watershed protection, and other aspects of hydrology and hydraulics.

The agency emphasizes a proactive culture with significant investments in process improvement, enhancing operations and building collaborative partnerships within the community, including with city public works departments and public safety agencies.

The Public Works Agency has received national recognition among public works associations. Each year, it celebrates National Public Works Week by hosting an event for local schools to engage and inform the next generation of public works professionals about career opportunities and community partnerships.

Upcoming, significant projects include the building of the Hueneme Road Improvement Project, the Matilija Dam Restoration Project, and a new County maintenance facility planned within the City of Moorpark.



THE POSITION



Reporting to the Agency Director, the Assistant Director—PWA will provide oversee select departments that may be best aligned with the candidate's experience and skills. This may include two or more of the following Departments: Roads & Transportation, Water & Sanitation, Watershed Protection, and/or Engineering Services. This alignment aims to enhance collaboration among Operations and Maintenance staff while supporting Department Directors to achieve their missions.

The Assistant Director – PWA will support the Agency Director by providing leadership across assigned departments and advancing priority projects and programs. The role requires building and maintaining strong relationships with a wide range of stakeholders and delivering clear, effective presentations to the Board of Supervisors, agency leadership, senior management, community groups, and the public. The Assistant Director may also serve as Acting Agency Director when needed.

The ideal candidate will bring executive-level experience in areas such as capital project delivery, engineering services, roads and transportation, watershed protection and stormwater management, and/or potable water and wastewater programs. They will be a collaborative, inclusive leader who thrives in a dynamic environment, translating strategy into actionable goals and measurable results. Exceptional strategic planning, project management, and communication skills are essential. A strong track record of leadership in a public-sector, unionized environment, along with the ability to convey complex information clearly and precisely, will distinguish the most competitive applicants.

This position is an at-will position, which is exempt from the Civil Service Ordinance.



TYPICAL QUALIFICATIONS

EDUCATION, TRAINING, AND EXPERIENCE

Any combination of education and experience which has led to the acquisition of the requisite knowledge, skills and abilities. The required knowledge, skills and abilities also can be obtained by graduation from an accredited college or university with a bachelor's degree in Engineering and ten (10) years progressive management experience, including a minimum of three (3) years at the executive level.

Special Requirements

- Possession and maintenance of a valid driver license.
- Current California Professional Civil Engineering license issued by the California State Board of Registration for Professional Engineers.
    - Candidates holding an out-of-state Professional Engineer license may be considered; however, California registration must be obtained within 18 months of hire.

DESIRED

A Master's Degree in Business Administration, Public Administration, Engineering or related field is desired.



RECRUITMENT PROCESS

To apply for this exceptional career opportunity, please complete one of the following for consideration:

Email your cover letter, resume and any additional materials for consideration to **Michelle.Antonetty@venturacounty.gov**, OR submit an online application at **hr.venturacounty.gov** and attach your cover letter, current resume, and any additional materials for consideration.

Resume Evaluation
A first review of resumes will commence **the week of April 6, 2026.** All relevant work experience, training, and education must be included to determine eligibility.

Interview Process
Following a structured evaluation of the resumes, the most qualified candidates will be invited to a panel interview. The top candidates, as determined by the panel, will then be invited to a second interview with PWA executive management. The interviews may be consolidated into one process or expanded into multiple interviews contingent upon the size and quality of the candidate pool.

Background Investigation
The selected candidate may be subjected to a thorough background investigation which may include inquiry into past employment, education, criminal background information, and driving record. In addition, the successful candidate may be subjected to Live Scan fingerprinting.

For further information about this recruitment, please contact Michelle Antonetty by email **Michelle.Antonetty@venturacounty.gov** or by telephone at **(805) 477-7260.**

EQUAL EMPLOYMENT OPPORTUNITY: The County of Ventura is an equal opportunity employer to all, regardless of age, ancestry, color, disability (mental and physical), exercising the right to family care and medical leave, gender, gender expression, gender identity, genetic information, marital status, medical condition, military or veteran status, national origin, political affiliation, race, religious creed, sex (includes pregnancy, childbirth, breastfeeding, and related medical conditions), and sexual orientation.

