



Morrisville
Live connected. Live well.

THE TOWN OF MORRISVILLE, N.C.

Invites Your Interest in the Position of

PUBLIC WORKS DIRECTOR



Morrisville



2021



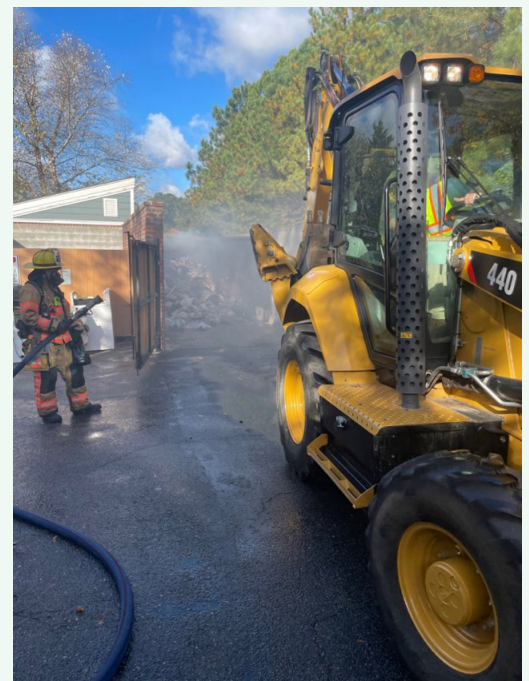
The Town of Morrisville is seeking a dynamic, personable, and experienced professional to lead the Public Works Department as their next **Public Works Director**. This Director will embrace the “well-oiled” machine established by their predecessor and embark on opportunities to lead the Public Works Department through pivotal community projects while further positioning the department for growth and success. The next Director will be an excellent problem solver, someone who is adaptable, proactive, and responsive. This person will have impressive interpersonal skills and will be a natural at building and maintaining high employee morale in a cohesive workplace environment. The next leader must be effective in communicating with diverse stakeholders and advocating for the needs of the Department while ensuring sustainable and reliable delivery of public works services to the entire community. The next Director will be prepared to support and guide a growing sustainability program.



Morrisville's Public Works Department consists of five crews and a total of 25 employees who maintain 209.4 acres of current and future park and open space, 60 miles of streets, 17 athletic fields, 24 pet waste stations, and six playgrounds. Public Works is committed to providing exceptional customer service by ensuring community safety, maintaining the infrastructure, supporting Town departments, and efficiently providing quality essential municipal services.

You could be the next **Public Works Director** if you:

- **are a visionary** - a forward-thinker who has the keen ability to strategically evaluate and plan for the future needs of the department and the Town;
- **have demonstrated success in leadership and supervision** of department projects and priorities and function exceptionally well in a high demand, fast-paced environment;
- **genuinely care** about the well-being of others and communities; and,
- **are a proven leader and collaborator** recognized by others as trustworthy and a team player who will advocate for and mentor department staff.



A collaborative department: Public Works often assists other Town departments, including the town's Fire Department (as shown above).

About the Community:

Since 2000, Morrisville's population has ballooned from 5,000 to over an estimated 32,000 residents as of September 2021. The Town's demographics include approximately 46% Asian Indian, 35% white, 10% African American, and 9% other and two or more races while 74 % of the population is over age 18 according to the 2020 U.S. Census. The Town and the community are committed to diversity and inclusion for all residents, businesses, and visitors. The Town maintains a focus on cultural awareness and celebrating the cultural diversity of our community.

Morrisville is a community of approximately 10 square miles with limited ETJ for expansion. The Town is expected to reach full population growth of approximately 35,000 residents in the next 3-5 years. The Town has approximately 400 strategically located acres remaining for new development, likely to be primarily commercial and multi-use oriented; a transition to redevelopment opportunities will be part of our exciting future.



Morrisville Accolades

Live Connected. Live Well.

Morrisville has been one of the fastest growing and most diverse towns in North Carolina.

- Recognized as an **All-America City** by the National League of Cities in June 2021, one of only ten communities nationwide to earn this recognition.
- Rated by Niche.com as the **No. 1 Best Place to Live in North Carolina** in November 2021.
- Ranked by Money magazine as the **No. 10 Best Place to Live in the United States** in 2020.
- Ranked by WalletHub.com as the **No. 3 Best Place to Raise a Family** in North Carolina in 2019.

These accolades are reflective of the warm connection felt throughout the town that residents say make the town so unique.



When surveyed, residents communicated they value the connection they feel when in the Town — the connection they have to global businesses, opportunities, parks, and open space, and most importantly, to each other. Morrisville is a place to gather together, talk with neighbors, and engage with Town leaders. It is a warm and welcoming community, validating the Town's ideology and philosophy - *"Live Connected. Live Well."* The community embraces small-town ideals with the conveniences and amenities of a metropolitan city available in Town or within easy access nearby.

The idea of living connected and living well guides the Town's decision-making processes in all areas and has been the catalyst for infrastructure improvements to roadways, greenways, and recreational facilities. The Town is currently managing several [projects](#) including a Town Center project to create a downtown and destination in Morrisville. Morrisville is located adjacent to North Carolina's Research Triangle Park — a national hotbed of technological development, hosting over 250 companies and 50,000 workers. The Town's economy is based on highly skilled professional and technology industries, and a population that is diverse, affluent, and highly educated. As a result, the local median household income is now \$102,000, almost twice the state average of \$54,000. The Town is close to both Raleigh and Durham for access to amenities found in those larger cities. The Town is conveniently located within ten minutes of the Raleigh-Durham International Airport, has immediate access to Interstates 40 and 85, and is expected to be home to a transit station for a regional light rail system.

People stay in Morrisville because of the superb quality of life. The Wake County Public School System provides excellent schools to Morrisville families, including the addition of the Wake Early College of Information and Biotechnologies scheduled to open this Fall on the Wake Technical Community College campus in Morrisville. Wake Technical Community College also offers traditional college courses at the campus.

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Shiloh Park Greenway



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Wake County Public School System

About the Organization:

The Town of Morrisville is governed by a seven-member Town Council utilizing the Council/Manager form of government. Town Council sets the policy and direction; the Town Manager oversees the day-to-day operations of the organization which consists of a team of 215 employees, not including part-time and seasonal staff, across 11 departments. With AAA bond ratings from bond rating agencies and excellent stewardship of tax dollars, the Town is regarded as a fiscally responsible and well-managed government. The [FY2022 approved budget](#)

is \$41.5M. The property tax rate is \$.36 cents per \$100 of assessed valuation. The strategic focus of Morrisville is guided by the community vision established in the 2017 [Connect Morrisville Strategic Plan](#) and renewed in the 2021 update to the plan. The six strategic goals for Morrisville are: Improved transportation mobility; Thriving livable neighborhoods; Engaged, inclusive community; Public safety readiness; Operational excellence; and Economic prosperity. A 2017 [community member survey](#) indicates that 97% of residents think Morrisville is a good or excellent place to live. The Town also relies on its [Comprehensive Transportation Plan](#), [Land Use Plan](#), and other policies adopted by Town Council to guide our work.



The Town of Morrisville Public Works’ “Fill the Truck” event helps those in need. Residents bring non-perishable foods to “fill the truck,” — a dump truck typically used for general hauling, salting, sanding, picking up storm debris.



About the Department and Position:

The Public Works Department, with a budget of \$9 million, the largest budget of any department within the Town of Morrisville, is responsible for the maintenance and repair of the Town-owned roadways, buildings, athletic facilities, and grounds. Public Works also manages the Town's vehicle fleet to keep the Town's service automobiles running smoothly and the Sustainability Program. Additionally, the Department is responsible for overseeing the contract with GFL to provide solid waste, recycling, and yard waste collection and disposal. Water and sewer services are provided by the Town of Cary.

In December 2017, the Morrisville Public Works Department was accredited by the American Public Works Association (APWA) and became only the 136th agency in the U.S. to attain this designation. Accreditation is a process that requires compliance with 340 standards in 25 chapters, as established by APWA. Complying with these standards means that our Public Works Department is following a “best practices” philosophy and holds themselves to a higher standard, as evidenced by the Accreditation designation. The Department is currently preparing for re-Accreditation this year.



Town residents recently approved the issuance of \$37M in bonds. The Public Works Department will be directly and indirectly involved with a number of bond projects during and after construction as well as strategic investment of some of the Town's \$9M in ARPA funds. Additionally, planning and design is well underway for a new Public Works facility with construction anticipated to begin in FY 2024.

The Public Works Department has primary responsibility for maintaining the Town's parks and greenways. The Department currently maintains a total of 7 parks totaling 140 acres of managed parks and recreation sites, plus another 69.4 acres of land preserved for open space or future park development. Staff also maintains a network of greenways and multi-use paths which includes 7.23 miles of multi-use sidewalks and 9.92 miles of asphalt greenway trail for bike and pedestrian use in addition to the local sidewalks.

With 135 cumulative years of service to Morrisville, the Public Works Department staff are dedicated to “*creating safe environments for the well-being & enjoyment of our community*,” The **Public Works Director** will have the opportunity to lead a department of 25 high-performing staff who work in the divisions of Administration, Streets, Community Enhancement – Grounds, Community Enhancement – Athletics Facilities, Facilities, Fleet, and Sustainability. Of the department's employees, 45% are professionally certified in their area of expertise. The **Public Works Director** will also oversee outsourcing of some work (such as landscaping and grounds maintenance, paving projects, and other recurring work) to meet the service demands of the growing Morrisville community. Therefore, this Director must demonstrate impeccable customer service, financial stewardship, and project management skills.

The **Public Works Director** will have excellent financial and budget management skills and be eager to support community maintenance and growth through collaborative efforts with other departments. The Director will reflect and preserve the Department's values of *Commitment, Preparedness, Preservation, Safety, Innovation and Sustainability* and be committed to fulfilling the mission “*to enhance the quality of life for the Morrisville community by ensuring resident safety, maintaining the infrastructure, and supporting Town departments along with providing quality essential municipal services in an efficient manner.*” Furthermore, the next **Public Works Director** will nurture the strong cohesive working environment and will embrace and model the performance expected from staff.

Key Position Priorities:

- Developing and facilitating the construction of a new Public Works Facility (currently in the design phase) amidst budget constraints.
- Building new facilities and repurposing current facilities while balancing and addressing the needs associated with aging infrastructure throughout the town.
- Overseeing the Town's major sustainability initiatives and implementation of the Town's Master Sustainability Plan.
- Collaborating with key stakeholders including other Town departments, the Department of Transportation, and surrounding jurisdictions to evaluate and navigate the impact of current and future infrastructure projects on Town operations and Public Works employees.

Qualifications:

A bachelor's degree in engineering (civil engineering preferred), business administration, public administration, or a related field, is required while a relevant master's degree, professional engineering license, and/or appropriate certifications are preferred. A minimum of 10 years of increasingly responsible experience in public works, engineering, or related fields, including 5 or more years of supervisory responsibility is required. Experience in local government public works or engineering is required. The selected candidate will be required to obtain and maintain a valid class C North Carolina driver's license; class B preferred.

The Town of Morrisville is recognized as one of the best venues for cricket in the United States. One of the key responsibilities of the new Public Works Director is navigating and strategically managing the demands placed on the Public Works staff and the Town's resources – including staff, facilities, and parking to accommodate a new long-term agreement to bring Minor League, Major League, and International Cricket to Morrisville.



The Successful Candidate Is:

- knowledgeable of theory, principles, practices and techniques of public works, general civil engineering, construction, sanitation, equipment services, grounds maintenance, street maintenance; traffic control and facility management;
- knowledgeable of applicable federal, state and local law, codes and regulations governing the administration of public administration and public works functions and activities;
- an experienced project manager who is adept at managing and supporting major construction and infrastructure projects with efficient project management skills including engaging in RFQs, bids and processing bids for contracts and projects;
- proficient in reviewing and understanding development plans working collaboratively with Engineering, Inspections, Planning, and Parks and Recreation Departments through the development approval process;
- proactive in preserving a collaborative environment with staff and external relationships with community members, NCDOT, local stakeholders/non-profits, contractors, developers, engineers, and business leaders to effectively meet the Town's goals and internal relationships within Town Departments;
- resourceful in finding or developing innovative solutions to meet workload demands with existing staff in a tight budget climate;
- tech-savvy and understands the challenges and resistance associated with becoming a technically savvy department and can lead the department in effectively navigating technology;
- adept at developing an excellent customer service culture for internal and external customers while supporting and advocating for employees and the department;
- a principled leader who values accountability while holding realistic and fair expectations of self and others in order to develop and empower individual employees as part of a cohesive team;
- an effective listener who seeks input from relevant parties, realistically assesses plans and consistently communicates; and,
- an excellent and effective communicator, including one on one, small groups and public speaking, who confidently and persuasively engages stakeholders from diverse backgrounds, community groups, staff, and Council.



Salary and Benefits:

The hiring range for the position is \$130,000 - \$150,000, depending on qualifications. The Town of Morrisville is recognized as a high-quality employer that values and supports its employees. Information about the Town's generous benefits (including but not limited to flexible work schedules – including remote work, paid time off (PTO) beyond other paid leave, and contributions to a 401K) can be found [here](https://www.townofmorrisville.org/government/departments-services/human-resources/employee-benefits) (or by copying and pasting <https://www.townofmorrisville.org/government/departments-services/human-resources/employee-benefits> into your browser. As a condition of employment for all positions with the Town of Morrisville, full COVID-19 vaccination is required unless an eligible medical or religious accommodation is requested and approved.

To apply, please visit

<https://www.governmentjobs.com/careers/developmentalassociates>.

and click on the

Public Works Director – Town of Morrisville, NC title.

To learn more about the selection process, visit

<https://developmentalassociates.com/client-openings/>, select “Client Openings” and scroll down to “Important Information for Applicants.” All applications must be submitted online via the Developmental Associates application portal – NOT the Town Employment Application portal, nor any other external website; it is not sufficient to send only a resume. Resumes and cover letters as well as unofficial transcripts must be uploaded with the application. Applicants should apply by May 15th, 2022.

Successful semi-finalists will be invited to participate in virtual interviews and skill evaluation on June 15th and 16th, 2022. The Town projects final in-person interviews will be scheduled during June 20-22. Candidates are encouraged to reserve these dates for virtual meetings should they be invited to participate. The Town of Morrisville is an Equal Opportunity Employer.



The recruitment and selection process is being managed by Developmental Associates, LLC



The Public Works Department's mission is to enhance the quality of life for Morrisville residents by ensuring community safety, maintaining the infrastructure, and supporting town departments along with providing quality essential municipal services in an efficient manner.