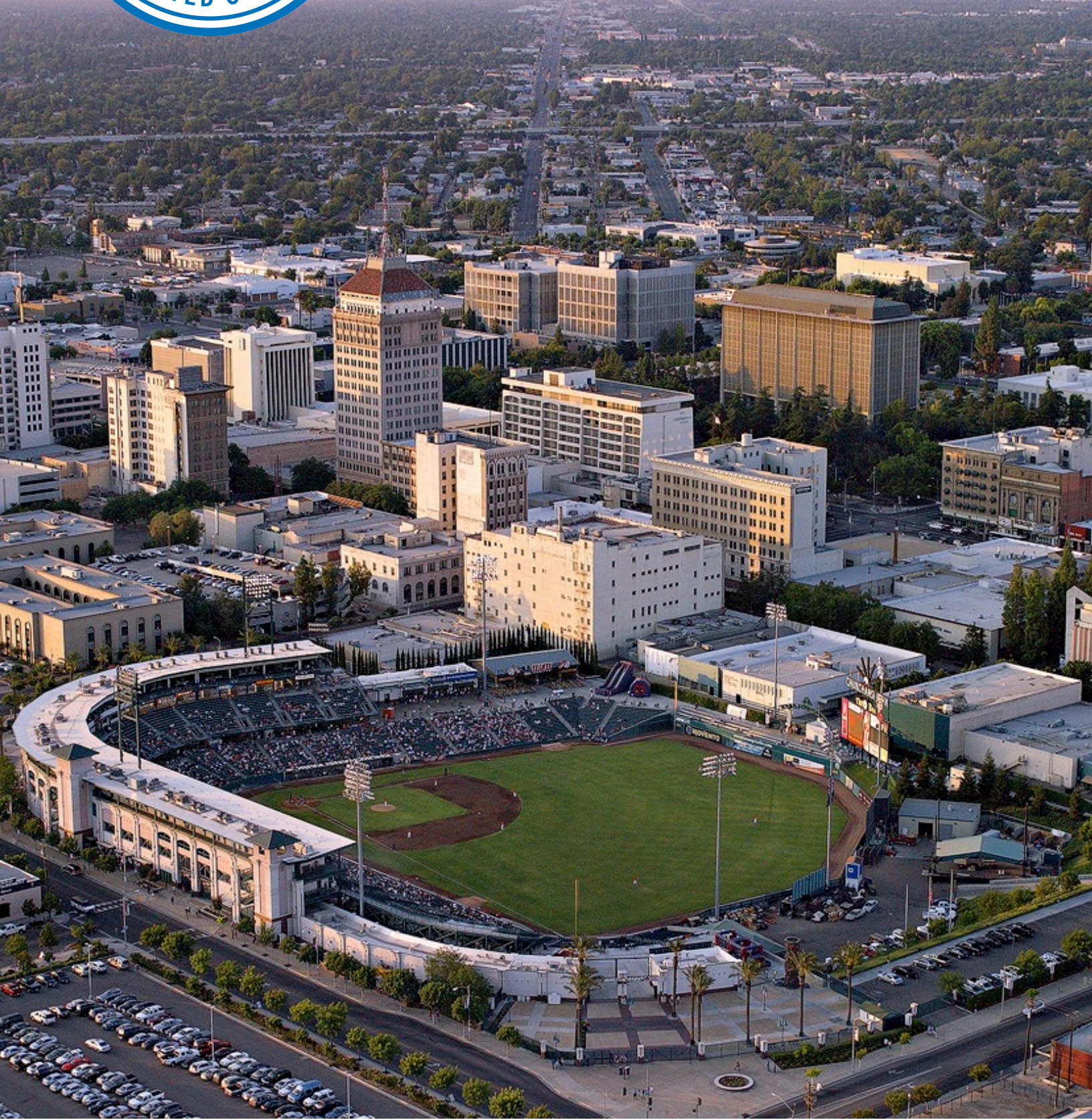




Capital Projects Director

One Vision • One Mission • One Fresno



Building Fresno's Future...



...Engineering Excellence, Citywide Impact

The City of Fresno is searching for an **inspiring leader and infrastructure expert** to serve as its **Capital Projects Director**—a key role responsible for driving major capital investments that will shape the city's future.

This is an exciting opportunity to lead a dynamic and growing department with a **FY2025 \$50 million annual budget** and a team of **139 staff members** dedicated to delivering high-impact infrastructure projects. If you are a **visionary engineering leader** with the technical expertise to oversee complex capital projects, the ability to engage with elected officials and community stakeholders, and a passion for public service, we want to hear from you!



Why Fresno?

Fresno is a city on the rise, investing in modern infrastructure to support its growing population and vibrant economy. With an influx of state and federal funding, the Capital Projects Department is poised to make a lasting impact on the city's roads, utilities, and public spaces.

As **Capital Projects Director**, you will:

- Oversee a **diverse portfolio of projects** that enhance Fresno's infrastructure and improve quality of life.
- Lead a **talented team of engineers, project managers, and technical specialists** to execute capital improvements efficiently and effectively.
- Shape the future of a **new and evolving department**, driving innovation and best practices in municipal project management.
- Serve as a **trusted leader and advisor**, working closely with city leadership, elected officials, and external partners.

The Ideal Candidate

The **Capital Projects Director** will be a **strategic and results-driven leader** with a deep understanding of **infrastructure development, capital project management, and municipal construction means**. The ideal candidate is someone who thrives in a fast-paced, evolving environment and can seamlessly **balance technical expertise with high-level leadership responsibilities**. This role requires a leader who can:

- **Command technical credibility** with engineers, surveyors, and project managers while also translating complex concepts into clear, actionable information for elected officials and the public.
- **Foster a culture of accountability, innovation, and professional growth** within the department, ensuring that projects are delivered efficiently and effectively.
- **Navigate the intersection of engineering and politics**, working closely with city leadership, community stakeholders, and external agencies to align capital investments with Fresno's broader goals.
- **Inspire and develop talent**, ensuring strong succession planning and a team-oriented approach to project delivery.
- **Manage large-scale budgets and funding allocations**, maximizing resources to achieve the greatest impact.
- **Bring a solutions-oriented mindset**, continuously improving project management processes and integrating industry best practices.
- **Understand both public- and private-sector dynamics**, making data-driven decisions while considering the broader economic, social, and political landscape.

An ideal candidate for this role isn't just a technical expert—they are a **visionary leader** who can build and maintain **strong relationships**, champion **innovation**, and **elevate Fresno's infrastructure** for years to come.

What You Bring

The City of Fresno seeks a **seasoned leader** with **technical expertise, strategic vision, and a track record of delivering major capital projects.**

You will bring:

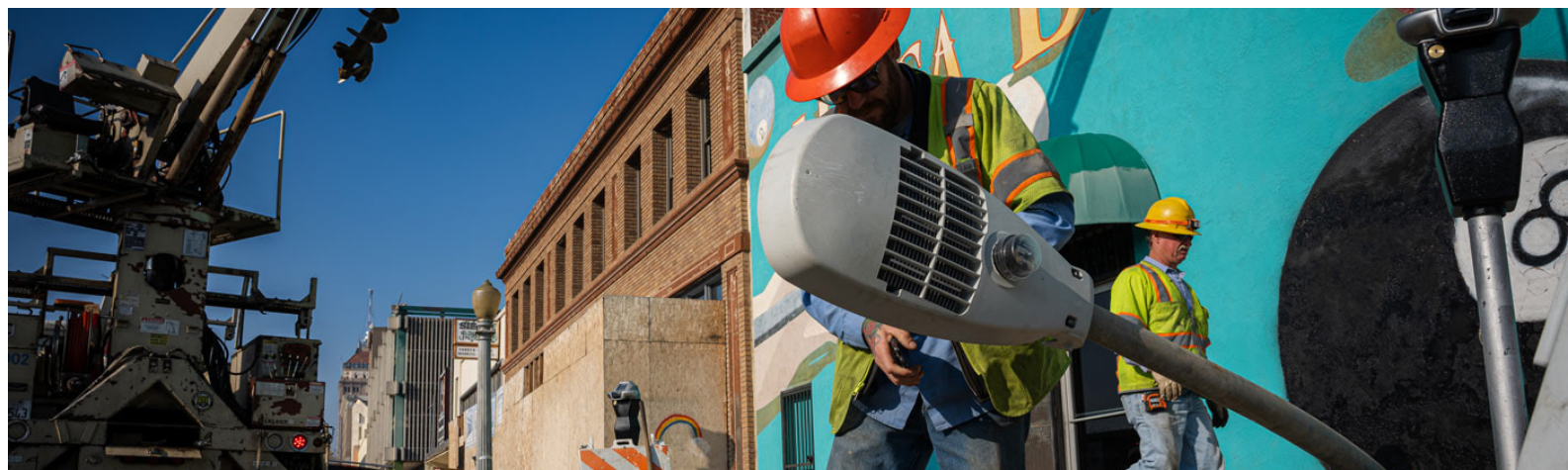
- **Extensive experience** in capital project planning, design, or construction management, with a proven ability to lead multimillion-dollar infrastructure projects from start to finish.
- **A Bachelor's degree** in engineering, public administration, construction management, or a related field. A **Professional Engineer (PE) license** is preferred but not required.
- **Strong financial acumen**, including experience managing large budgets and securing funding for major capital investments.
- **Proven leadership skills**, with the ability to **motivate, mentor, and develop** a high-performing team.
- **Exceptional communication** and **political savvy**, building strong relationships with elected officials, city leadership, and stakeholders.
- A **track record of innovation and efficiency**, implementing best practices in project management, risk assessment, and process improvement.
- **Public- and private-sector perspective**, blending business-minded efficiency with an understanding of municipal infrastructure needs.

This is a **rare opportunity** to **drive Fresno's growth, enhance infrastructure, and leave a lasting impact** on the community.

Compensation & Benefits

The annual salary range for this position is **\$143,496 to \$233,340**. Starting pay within the range depends upon qualifications, or DOQ. The selected candidate will enjoy an extensive benefits package, including:

- **Retirement Security** – Participation in the City of Fresno's pension system, offering long-term financial stability and a secure retirement.
- **Health & Wellness** – Comprehensive medical, dental, and vision coverage for employees and their families.
- **Paid Time Off** – Generous vacation, sick leave, and holidays, ensuring work-life balance.
- **Professional Growth** – Access to ongoing training, leadership development programs, and industry conferences to support career advancement.
- **Relocation Assistance** – Available for highly qualified candidates to ease the transition to Fresno.
- **Flexible Spending & Additional Perks** – Options for deferred compensation plans, life insurance, disability coverage, and employee assistance programs.





Ready to Break Ground on the Next Era of Fresno?

One Vision • One Mission • One Fresno

To be considered for this exceptional career opportunity, submit your resume, cover letter, and a list of six work-related references that will not be contacted until the final interviews. Your resume should reflect years and months of employment, beginning/ending dates, as well as the size of staff, projects, and budgets you have managed.

To submit your application, visit:

<https://www.cpshr.us/recruitment/2447>

The City of Fresno is an equal opportunity, drug-free, and affirmative action employer.



For further information contact:

Abby Ackers

Senior Executive Recruiter

CPS HR Consulting

916.471.3422

aackers@cpshr.us

Website: www.cpshr.us