



**Building Fresno's
Future...**



**...Engineering
Excellence,
Citywide Impact**

**CITY OF FRESNO
CAPITAL PROJECTS DIRECTOR**



The City of Fresno is making one of the largest long-term investments in its infrastructure in decades. From transportation improvements and public facilities to utilities, parks, streets, and civic spaces, today's capital investments will define how Fresno grows for generations.

As California's fifth-largest city and the economic hub of the Central Valley, Fresno is entering an exciting period of transformation fueled by strategic investment, regional growth, and a commitment to modernizing public infrastructure.

The City is seeking an accomplished Capital Projects Director to provide executive leadership for a department responsible for turning that vision into reality. This is far more than an engineering leadership role. It is an opportunity to build an organization, strengthen project delivery, develop future leaders, and help shape one of California's most dynamic and rapidly evolving cities.

The Organization

The City of Fresno is California's fifth-largest city and serves more than 550,000 residents as the economic, cultural, and governmental center of the San Joaquin Valley. Operating under a strong mayor form of government, the City delivers a full range of municipal services through a collaborative executive leadership team committed to innovation, accountability, and exceptional public service.

The City continues to make significant investments in infrastructure, economic development, neighborhood revitalization, and public safety while maintaining a strong focus on customer service and organizational excellence. Executive leaders are encouraged to think strategically, collaborate across departments, and pursue continuous improvement in how services are delivered.

The Capital Projects Department plays a central role in achieving these priorities by partnering with departments throughout the organization to successfully deliver the City's Capital Improvement Program. This consultant-style operating model makes collaboration, responsiveness, and customer service just as important as technical excellence.



Why This Opportunity?

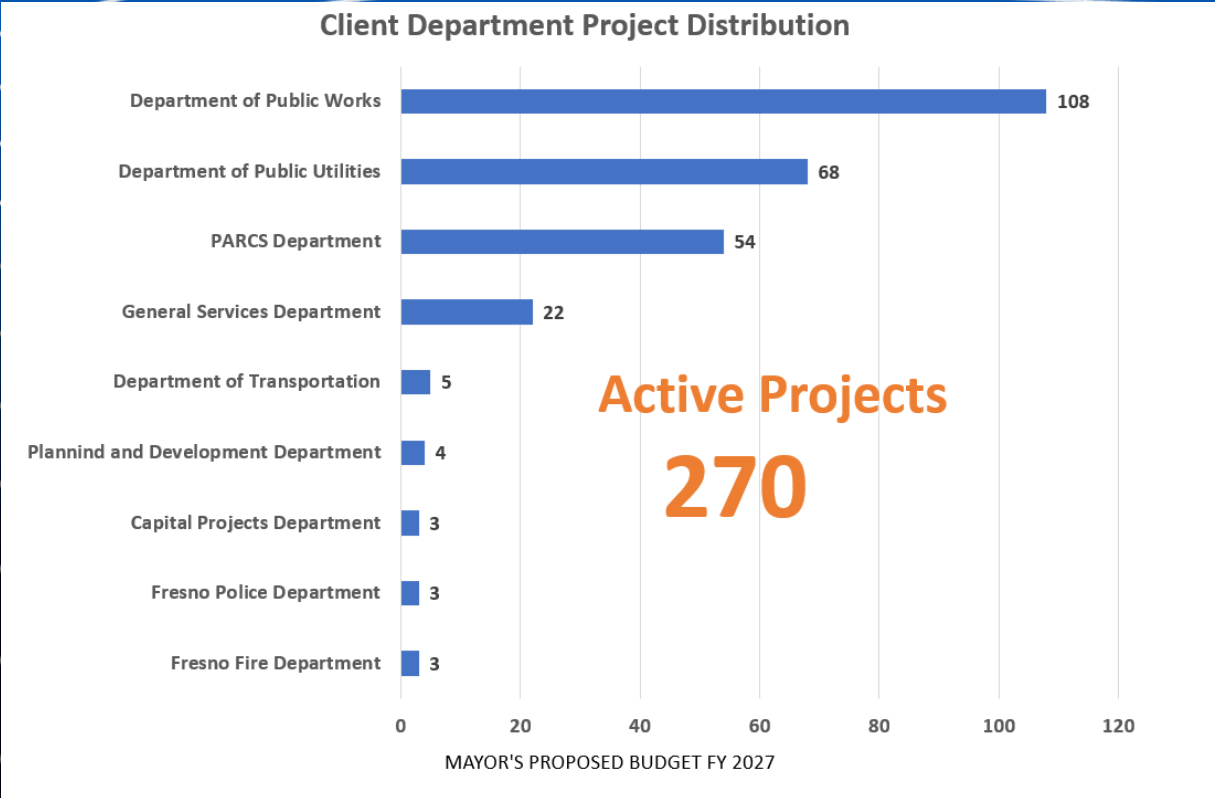
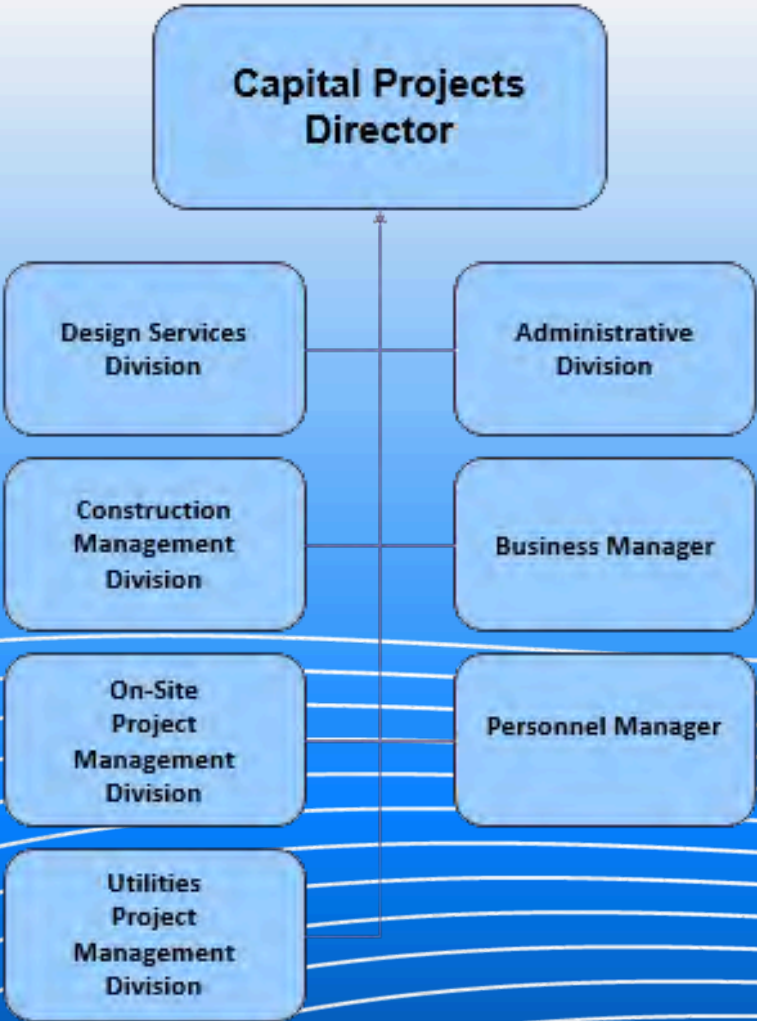
This position offers a rare opportunity to lead a relatively new department at a pivotal point in its evolution. Originally centralized from Public Works the Capital Projects Department has established a strong foundation, improving project delivery, capitalizing on increasing state and federal infrastructure funding, and is now ready for its next phase of growth.

As Capital Projects Director, you will:

- Lead a \$50 million department delivering projects that directly improve the daily lives of Fresno residents.
- Continue building an organization that is becoming the City's center of excellence for capital project delivery.
- Strengthen project management standards while advancing consistency, accountability, and collaboration across departments.
- Serve as a trusted advisor to executive leadership, elected officials, and community stakeholders.
- Develop the next generation of engineering and project management leaders.
- Influence how one of California's fastest-growing cities invests in its future.



The Department



The Ideal Candidate

The City is seeking an executive who is equally comfortable discussing engineering design with technical professionals, organizational strategy with executive leadership, and community priorities with elected officials and residents.

The successful candidate will be:

- An authentic leader who develops people and builds trust.
- A collaborative executive who views other departments as clients and partners.
- A decisive manager who establishes clear expectations while holding individuals accountable.
- A politically astute communicator capable of translating complex technical issues into practical solutions.
- A strategic thinker who understands both the technical and business sides of infrastructure investment.
- A continuous improvement leader who embraces innovation while respecting the realities of public-sector governance.
- A mentor committed to succession planning, workforce development, and building organizational capacity.

The City is not simply seeking an accomplished engineer. They are seeking a department builder, culture builder, and trusted executive partner who can elevate both people and performance.

Leadership Priorities

During the first 12–18 months, the next Director will have an opportunity to:

- Continue strengthening a department that is still evolving and growing.
- Advance project management practices through greater consistency, accountability, and performance measurement.
- Foster collaboration across departments while reinforcing the department's role as a trusted internal partner.
- Continue developing a culture focused on leadership, professional growth, succession planning, and customer service.
- Ensure projects are delivered efficiently while maintaining transparency with executive leadership, elected officials, and the community.



What You Bring:

The City of Fresno is seeking an accomplished executive who combines technical expertise, strategic leadership, and a passion for public service. The successful candidate will bring a proven history of leading complex capital improvement programs while developing high-performing teams and building strong partnerships throughout an organization.



The ideal candidate will offer:

- Progressive leadership experience overseeing large-scale capital improvement programs, municipal infrastructure, engineering, construction management, or project delivery operations.
- A demonstrated ability to lead multidisciplinary teams, fostering a culture of accountability, collaboration, innovation, and continuous professional development.
- Experience managing complex budgets, funding sources, and competing priorities, while successfully delivering projects on schedule and within budget.
- Strong executive presence and communication skills, with the ability to build credibility and trust with elected officials, executive leadership, staff, consultants, regulatory agencies, and the community.
- A collaborative leadership approach that emphasizes partnership, customer service, and cross-departmental coordination to achieve organizational goals.
- A commitment to continuous improvement, implementing best practices that enhance project delivery, strengthen organizational performance, and improve service to the community.
- A Bachelor's degree in engineering, construction management, public administration, or a closely related field. A California Professional Engineer (PE) license is desirable but not required. Master's degree is desirable.
- Five (5) years of increasingly responsible management experience, including three (3) years at the supervisory level.
- Possession of a valid California Driver's License may be required at time of appointment.

Above all, the City is seeking a leader who is committed to developing people, strengthening processes, delivering exceptional public infrastructure, and serving as a trusted partner in shaping Fresno's future.



Affordable California Living

More home for your money and a lower cost of living than many major California markets.



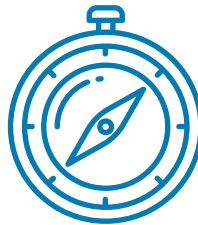
A Diverse, Growing Community

A vibrant city with rich cultural diversity, excellent dining, professional sports, arts, and year-round community events.

Why Fresno?

Gateway to Adventure

Minutes from the Sierra Nevada and within easy reach of Yosemite, Sequoia, Kings Canyon, California's Central Coast, Los Angeles, and the Bay Area.



Build Your Career While Building a City

Lead transformative infrastructure projects while enjoying a balanced lifestyle with shorter commutes and a greater quality of life.





Compensation & Benefits

The annual salary range for this position is \$152,244 - \$247,560. Starting pay within the range depends upon qualifications, or DOQ. The City of Fresno offers a competitive executive compensation package that supports both your professional success and personal well-being, 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.

Your Leadership Will Shape Fresno for Generations.

Every street improved, every public facility enhanced, every infrastructure investment made today helps define Fresno's tomorrow. The next Capital Projects Director will play a vital role in delivering projects that improve neighborhoods, strengthen the local economy, and enhance the quality of life for more than half a million residents.

If you're ready for your next leadership challenge, we encourage you to apply.



For more information or to apply, visit:
<https://cpshr.us/recruitment/2662/>

To be considered for this exceptional career opportunity, please submit your resume, cover letter, and a list of six work-related references (two supervisors, two direct reports, and two colleagues who will not be contacted without prior notification) at the link above. Your resume should reflect years and months of employment, beginning/ending dates, as well as the size of staff and budgets you have managed.

This recruitment will remain open until filled, with a first review of applications on **Friday, October 2, 2026**. Candidates are encouraged to apply early for full consideration.

Confidential inquiries are welcome.
For additional information about
this position, please contact:

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CPS HR  CONSULTING

