



CITY OF DUBLIN

Director of Engineering



The Position

The City of Dublin is seeking a Director of Engineering (Director) who is a customer-service oriented leader who can develop staff in the department and deliver key infrastructure necessary for the City's ongoing growth and sustainability. The City seeks a technically proficient leader who is collaborative, innovative, and enjoys engaging in a community that has high expectations and an organization that is high-performing. The next Director has the opportunity to find a healthy balance between a strong operational focus and a long-term strategic approach to the City's infrastructure assets. The Director will work in a city that is well-managed, provides excellent services, and enjoys community support, thanks to a team of city staff who work diligently to provide great service to the community. Serving in a financially and politically stable city that is fast-growing and diverse, the Director helps continue the City's reputation for responsive and high-quality services to all its residents and businesses. The current Director has been with the City over 26 years and is retiring.

The Director provides overall leadership, direction, and management for an integrated team of 40 FTEs, which include engineering professionals, inspectors, and technical support personnel. Engineering includes utilities and stormwater management, capital projects, transportation and mobility, and asset management and quality assurance. The latter two functions have always worked closely with Engineering but will be coming directly under the Director in this new alignment, reinforcing a culture of collaboration, shared accountability, and unified service delivery.

The Department of Engineering is responsible for a full range of services including the planning, programming, design, and construction of public infrastructure maintenance and improvement projects. These activities include the oversight of sanitary and storm sewers, streets, bridges, water lines, and water towers. The Director also manages the City's traffic control and street lighting systems as well as outdoor warning sirens. This position provides critical oversight of Department functions involving the review of commercial and residential plans for compliance with codified ordinances, development regulations, and engineering design standards. It also oversees all transportation projects, maintenance of traffic devices, as well as bike/pedestrian modality. The asset management function works closely to tie together long-term capital needs and evaluating the need for maintenance and replacement.

Reporting directly to the Deputy City Manager, the Director is responsible for planning and implementing projects for the community and working collaboratively with regional, state, and federal agencies. This leader works very closely with City leadership on developing the capital improvement budget, executing the CIP on time and within budget, and assisting in securing necessary funding. The Director attends City Council meetings and presents to the City Council and public frequently.

This dynamic and innovative leader guides the Department through long-range planning, plan implementation, and everyday operations with a strong focus on customer service. The ideal candidate is a steady and supportive manager who values professional development and can navigate high expectations with poise. By fostering a culture of accountability, empowerment and partnership, the Director ensures the Department of Engineering remains a high-performing team that supports the City's vision of being a connected and resilient community.

Priorities

- Develop and maintain positive relationships with key leaders throughout the City, including the City Manager, Deputy City Manager, and peer Directors modeling the Culture Playbook behaviors of collaboration, respect, and shared success
- Spend time learning the strengths and needs of the Engineering Department, including the staff, policies, and operating procedures
- Work with other City staff to learn the City's strategic plans and how Engineering supports these overall community goals
- Focus on infrastructure planning and execution in the adopted capital improvement plan



The Successful Candidate

The next Director of Engineering (Director) is a steady, highly competent leader who is approachable and fosters leadership at all levels of the organization. The ideal candidate has strong coaching skills and the ability to motivate a high-performing team by moving away from a traditional technician model to one of empowerment. By pushing decisions down to the staff level and setting clear, stretching objectives, this leader will eliminate operational bottlenecks and create a climate where people feel their work is valued. The successful candidate will proactively assess team performance and work with employees to create professional development plans that support the City's goal of administrative and operational excellence.

The successful candidate possesses significant political and organizational savvy, allowing them to maneuver through complex situations with diplomacy and tact. As a vital counselor to City leadership, the Director will navigate the interests of diverse stakeholders, including residents, and the development community, while maintaining the composure to handle high-pressure situations with poise. This individual is a clear communicator who can anticipate future trends and paint a credible picture of infrastructure possibilities for a fast-growing city. The Director has the managerial courage to provide direct and actionable feedback and is not afraid to take a stand on important issues to maintain the integrity of City standards and core values.

The Director will have a strong foundation in core engineering services including capital project delivery, utility operations, stormwater management, and traffic control systems. This individual is comfortable with ambiguity and can make sound decisions based on a mixture of analysis, wisdom, and judgment even when a total picture is not yet available. The successful candidate will be technologically savvy and future-oriented, ensuring that the City's infrastructure meets the long-term needs of the growing community. With a steadfast drive for results and a focus on innovation, the next Director will lead the Department to consistently exceed project goals while maintaining a strong emphasis on community engagement and staff development, and Culture Playbook behaviors.

Qualifications

Minimum requirements include any combination of education and experience equivalent to a bachelor's degree in civil engineering from an ABET accredited educational institution. At least ten years of progressively responsible professional, managerial-level civil engineering experience is also required. Five years of administrative and supervisory experience leading diverse technical teams and registration as a Professional Engineer (PE) are both required.

Preferred qualifications include a master's degree in civil engineering or public administration. Extensive experience in a local government environment and leading teams in a customer-focused, growing community is also preferred. Candidates that demonstrate a background in leading teams of capital project development and delivery, asset management, transportation planning and execution, and/or utilities and stormwater is preferred.

Dublin does not have a residency requirement for this position; however, the Director is expected to be a visible and engaged leader within the community.

Inside The City of Dublin

The City of Dublin operates under the Council-Manager form of government, ensuring a professional and stable environment where the City Manager oversees the day-to-day operations of the organization. As a financially and politically stable municipality, the City has earned a national reputation for excellence in service delivery and innovation. For fiscal year 2026, the City proposed a balanced operating budget with revenues totaling \$119,500,000 and a projected surplus. This budget maintains a healthy General Fund balance of 53.7%, which exceeds the City's 50% policy target. By cultivating an environment that prizes professional development and administrative excellence, the City supports a workforce dedicated to building a connected and resilient community.

The City manages an extensive range of public services through a diverse team of professionals. From its award-winning parks and recreation programs to its robust infrastructure and utility management, the City maintains a high-performance culture. Dublin is home to major corporate headquarters and thriving residential neighborhoods, which requires a proactive and customer service-oriented approach to planning and development. By maintaining a focus on long term strategic goals and fiscal responsibility, the City ensures it remains a destination of choice for families and businesses in the region.

2026 Operating and Capital Improvements Budget

Inside The Department of Engineering

The Department of Engineering is a high-performing team of roughly 40 professionals responsible for the planning, design, and construction of the City's infrastructure assets. Reporting through the Deputy City Manager, the Department is organized into four key areas: Capital Projects, Utilities and Stormwater, Transportation and Mobility, and Asset Management and Quality Assurance. This integrated structure allows the team to lead the execution of a five-year capital improvement plan totaling nearly \$375 million. Roughly \$120 million of this plan is dedicated specifically to essential infrastructure maintenance.

The Department is currently entering a transformative period with a focus on modernizing its leadership model and operational processes. Recent successes include the digitization of right-of-way permitting and the implementation of advanced construction management software.

Support for the Department's operations includes a dedicated group of maintenance and technical personnel. Some of these classifications, including Maintenance Workers and Electrical Workers, are represented by the United Steelworkers (USW) through a collective bargaining agreement that governs their terms and conditions of employment. This partnership ensures that the Department maintains the reliable labor and technical support necessary to operate the City's utility systems and maintain its public infrastructure to the highest standards.





The Community

Nestled along the scenic banks of the Scioto River, Dublin, Ohio, offers an exquisite blend of historic charm and world-class innovation. Located just northwest of the capital city of Columbus, Dublin is a vibrant community of more than 50,000 residents and a premier global destination for business. The City is consistently recognized as one of the best places to live, work, and raise a family in the country, earning a national reputation for excellence in safety, sustainability, and quality of life.

From its visionary Bridge Street District to the iconic Dublin Link pedestrian bridge, Dublin is a place where tradition and progress live side by side. This commitment to excellence is reflected in the City's high-performance culture and diverse neighborhoods, where tree-lined streets lead to more than 60 parks and more than 150 miles of shared-use paths. This richness of activity and a shared spirit of hospitality is what makes Dublin such a welcoming and resilient city.



Education and family life form the cornerstone of the Dublin experience, with a district that is consistently ranked among the elite in the nation. Serving more than 16,000 students, the Dublin City School District provides an environment that prizes academic achievement and personal growth. Within a short drive, residents also enjoy access to the amenities of a major metropolitan area, including professional sports, diverse culinary scenes, and premier higher education institutions.

The City serves as a robust economic hub, acting as the headquarters for Fortune 500 companies and a sanctuary for innovative technology startups. By prioritizing the "Dublin Way," which is a steadfast commitment to providing the highest level of service to all stakeholders, the City remains at the forefront of municipal innovation. Welcoming visitors from everywhere, Dublin is eager to share the vibrant culture and professional stability that define the best of Ohio.





Compensation and Benefits

The expected hiring range is \$155,000 - \$178,000, depending on qualifications, with an exceptional benefits package. Learn more about our options and employee-based benefits [here](#). What sets Dublin apart is our culture. Team Dublin is fueled by purpose and passion. Together, we foster a collaborative spirit as we fulfill our mission in public service. For more information on the City's Culture Playbook read more [here](#).



How to Apply

Applications will be accepted electronically by Raftelis at raftelis.com. Applicants complete a brief online form and are prompted to provide a cover letter and resume. The position will be open until filled with a first review of applications beginning **May 29, 2026**.



Questions

Please direct questions to Catherine Tuck Parrish at ctuckparrish@raftelis.com and Niayla Hairston at nhairston@raftelis.com.