



Shreveport, Louisiana Director of Public Works Position Profile

The Community

Shreveport, Louisiana, home to more than 200,000 residents, is the perfect place to live, work, and raise a family. The largest city and the commercial and cultural center of the Ark-La-Tex region, a 46,500 square mile, tri-state economic hub, Shreveport sits at the intersection of interstate highways I-20 and I-49, and is joined with Bossier City via the Red River. Shreveport is the third largest city in Louisiana and the state's second largest tourism destination, after New Orleans. Shreveport's economy is richly diverse among agriculture, trade, distribution, processing, manufacturing, natural resources, and service industries.

It is a safe city, demonstrated by a 40-year record low crime rate, a major regional medical center, grades Pre-K through 12 and higher educational opportunities, a variety of housing options, and an affordable cost of living, make this Louisiana crown jewel a destination for starting a business or putting down roots.

Shreveport Regional Airport is serviced by four airlines and provides service to both hub airports and non-stop destinations. The Port of Shreveport is one of the fastest growing and most accessible inland ports in the nation, and Barksdale Air Force Base is among the largest employers in the metropolitan area. Along the Red River are six riverboat casinos providing more than 6,000 jobs. Residents and tourists alike enjoy an almost limitless wealth of things to see and do.

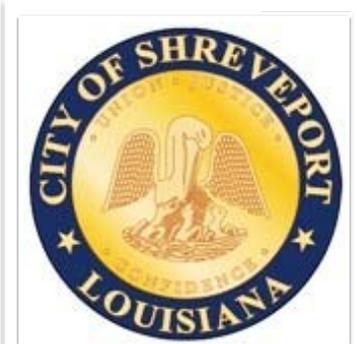
With a unique combination of eclectic entertainment, cultural, and dining options, coupled with elegant Southern charm and a relaxed attitude, more and more people are finding Shreveport a great place to live, work, and play.

While offering all of the amenities of a large city, Shreveport still enjoys a quaint charm that is welcoming, friendly, and convenient, offering a satisfying quality of life. The people of Shreveport make the city what it is, and the passion and dedication shown by residents and community leaders continues to move Shreveport in a positive direction!

Housing options are abundant in Shreveport from family friendly neighborhoods in modern or historic areas to townhomes, apartments and condominiums. The average home price is \$123,400 and the median household income is \$38,465.

Government & Organization

The City of Shreveport is organized under a Mayor-Council form of government. The Mayor is elected at large and serves a four-year term. While not a member of the City Council, the Mayor does exercises veto power over council action. Seven City Council members represent separate districts and serve four-year terms.



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Government & Organization, continued

Ollie S. Tyler was elected Mayor in 2014. A Louisiana native, Mayor Tyler spent more than 40 years as an educator and was the first woman, and first African American to serve as Superintendent of Schools for Caddo Parish Public School System. She holds a Bachelor of Science degree from Grambling State University, a Master of Education degree from Louisiana State University-Baton Rouge.

The Shreveport City Charter provides for a Chief Administrative Officer (CAO) to oversee the day-to-day operations of the organization. The CAO works closely with the Mayor to ensure that goals are reflected in the daily operations of the various City departments. The City provides a full range of municipal services with a staff of 2,781 full-time authorized positions and an annual 2015 operating budget of \$461.8 million. The city millage rate is \$39.70 per \$1,000 in valuation.

Public Works Department

The Director of Public Works reports directly to the CAO and is a key member of the Mayor's Leadership Team. An experienced group of 345 employees staff divisions including Fleet Services, Permits and Inspections, Solid Waste, Streets and Drainage, and Traffic Engineering. The annual 2015 operating budget is \$37.5 million. A voluntary union among the department was recently created.

Goals and objectives for 2015 include:

- Implement the strategic plan for the public works department
- Develop funding strategies for streets and drainage capital improvements
- Effectively implement street sweeping, litter control, and illegal sign control programs
- Meet and exceed current service efforts and efficiency in solid waste collection
- Improve office efficiency and professionalism by continuing to develop staff and their customer service skills
- Integrate public works assets and work order management with new Cityworks software

Leadership & Innovation

As with many cities across the nation, Shreveport has aging infrastructure, primarily in streets and drainage, which must be addressed. Various factors over the years have also created revenue challenges. The new Director of Public Works will need to be creative in identifying strategies in prioritizing goals and developing and implementing objectives and tasks to move annual operations and maintenance as well as Capital Improvement Plans and roadways, drainage, and traffic forward at a brisk pace.

The Mayor has a goal to address litter abatement and community beautification, and the new Director of Public Works will be instrumental in helping realize this accomplishment. Historically, there exists a \$7.5 million subsidy by residents for the City's solid waste services, and complaints are regularly lodged about difficulties with on-time trash collection. The new Director will need to focus on improvements to the solid waste system and creating a more balanced cost of service level between residential and commercial customers.



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Ideal Candidate

The ideal candidate will be a visionary leader who positively involves and motivates all employees within the department. A skilled and effective communicator, the Director of Public Works will strive to create a unified work environment and an atmosphere for engagement and communication among division staff. Empowering employees, promoting team work, and developing new and unique approaches to ensure that the Public Works Department provides exceptional service delivery will be a top priority.

The successful candidate will have a strong and proven leadership record with the ability to implement innovative change. A sincere appreciation for the cultural, ethnic, and educational diversity within the community and the organization is essential.

It will be important for the new Director of Public Works to develop an operational and maintenance program for Shreveport's infrastructure. The City seeks a candidate who can multitask, think outside of the box, and who will be able to explore alternative revenue sources and prioritize recurring revenue opportunities to fund operations.

While the Public Works Director does not directly administer the Capital Improvements Plan, this position communicates and coordinates closely with the Department of Engineering and Environmental Services for these services. A candidate who has a strong "team player" mentality will be needed to help bring about the needed changes to the City's infrastructure.

Education & Experience

The selected candidate should have a bachelor's degree from an accredited college or university in Public Administration, Engineering, Management, or a related field. A Master's degree is preferred. Professional Engineer credentials are highly desired.

A minimum of 10 years of experience in public works, engineering, or a related field, with at least five years of progressively responsible management and supervisory experience is required in a similar population or larger local government.

Knowledge of federal and state grant program funding is preferred. The new Public Works Director must have knowledge of capital improvement project administration, managing a large operating and capital budget, federal and state regulations, general obligation and revenue bonds, and public administration specifically as it relates to local government. The chosen candidate will be expected to reside within the corporate city limits of Shreveport.



Public Works Department Vision Statement

**To maintain an efficient,
safe, and clean
infrastructure system for
the city in a cost effective
manner.**

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Compensation & Benefits

The City of Shreveport offers a competitive salary, depending on experience and qualifications. The City participates in the Shreveport Employees' Retirement System (ERS). ERS is a defined benefits plan with a 10% employee contribution and a City match of 16.5%. A full range of leave and insurance benefits is also provided.

Application Process

Please apply online at: <http://bit.ly/SGRCurrentSearches>

For more information on this position contact:

Katie Corder, Executive Search Manager

Strategic Government Resources

Katie@GovernmentResource.com

214-926-3283

The position is open until filled. For the review status of this position, please visit:

<http://bit.ly/SGRCurrentSearches>

The City of Shreveport is an Equal Opportunity Employer and values diversity in its workforce. Applicants selected as finalists for this position will be subject to a comprehensive background check.

Resources

City of Shreveport, Louisiana

www.shreveportla.gov

Caddo Parish Public Schools

www.caddoschools.org

Shreveport – Bossier Convention & Tourist Bureau

www.shreveport-bossier.org

