



City of Kennesaw, GA

invites your interest in the position of

PUBLIC WORKS DIRECTOR



A PREMIER DESTINATION FOR VISIONARY LEADERSHIP

Positioned strategically along the vibrant Interstate 75 corridor in northern Cobb County, the City of Kennesaw, Georgia, seamlessly balances small-town authenticity with sophisticated suburban growth. Kennesaw offers a compelling quality of life rooted in historical heritage, forward-thinking urban planning, and well-planned civic infrastructure. As part of the dynamic Greater Atlanta metro area, Kennesaw combines economic vitality and top-tier public amenities.

Kennesaw families benefit directly from the renowned local Cobb County School District, consistently recognized among the premier public-school systems in the state and the nation. Students consistently rank #1 in the Metro Atlanta area on the SAT and ACT, outperforming state and national averages. Multiple district high schools rank within Georgia's top 20% by U.S. News & World Report, featuring exceptional graduation rates, robust Advanced Placement programs, and championship athletics. Kennesaw is also home to Kennesaw State University (KSU), Georgia's third-largest university.



A revitalized downtown district is the city's social hub, featuring local dining, artisanal coffee shops, craft breweries, and local distilleries. Kennesaw's event calendar brings thousands together for landmark regional traditions, including the annual Pigs & Peaches BBQ Festival (attracting 60,000+ attendees), the Big Shanty Arts & Crafts Festival, the Kennesaw Concert Series at the United Bankshares Amphitheater, and the patriotic Salute to America celebration. Kennesaw takes great pride in protecting and managing its historical and cultural resources for future generations. Attractions include the Smithsonian affiliated Southern Museum of Civil War and Locomotive History and Smith-Gilbert Gardens.

Recreational opportunities abound at Swift-Cantrell Park, a 42-acre flagship park featuring miles of paved trails, splashpad, dog parks, and a Street League-certified skate plaza, as well as at Depot Park, the center for downtown festivals and outdoor performances. Flanking just outside the city limits is historic Kennesaw Mountain National Battlefield Park, offering almost 3,000 acres of preserved land, scenic vistas, and over 20 miles of premier hiking trails. Explore Smith-Gilbert Gardens, the City of Kennesaw's botanical garden and a 17-acre destination for conservation, education, horticulture, fine arts and historic preservation.

The City maintains a resilient commercial landscape, from regional retail centers along the Barrett Parkway corridor to burgeoning small businesses downtown. Moody's Investors Service upgraded Kennesaw's issuer rating and general obligation unlimited tax (GOULT) rating to AA1 from AA2, reflecting the city's strong financial position and management practices. Supported by an exceptionally strong municipal tax base, robust infrastructure investments, and a business-friendly economic environment, Kennesaw offers an ideal landscape for transformative executive leadership.

As the City of Kennesaw continues to build for the future, visionary leaders are invited to step into this pivotal role. Become an integral part of the City of Kennesaw, where the power of collaboration and unity is embraced, and where every individual contributes directly to our community's collective success.

SHAPING KENNESAW'S FUTURE

Kennesaw is investing heavily in modern infrastructure that serves a rapidly growing community of 38,000. The most recent transformation is the construction of a state-of-the-art Public Safety Facility, a 25,000-square-foot facility.

Complementing this facility are major corridor modernization and resurfacing projects along key arterial routes like Old Highway 41 and Pine Mountain Road—upgrading roadway geometry, pedestrian access, and sub-surface utilities. To ensure long-term environmental resiliency, the city is aggressively advancing neighborhood stormwater and infrastructure renewal through multi-million-dollar grant-funded drainage overhauls, pipe relining, and green runoff controls.

Meanwhile, a forward-looking Cobb Parkway Corridor Study is laying the groundwork for transformed streetscapes, enhanced multi-modal paths, and underground utilities along the city's primary and secondary commercial and residential arteries. Finally, Public Works is leading the city's partnership with the county to strengthen infrastructure support and promote smart environmentally responsible practices that drive long-term vitality.



CITY GOVERNANCE

The City of Kennesaw operates under the Council-Manager form of government. The governing body consists of a Mayor and five City Council members who are elected at-large to set policy, pass ordinances, approve the annual budget, and establish the strategic vision for the city. The Mayor and Council appoint a professional City Manager to serve as the chief executive officer of the city. The City Manager oversees all daily operations, directs department heads, ensures fiscal responsibility, and implements policies established by the Mayor and City Council.

THE PUBLIC WORKS DEPARTMENT

The Public Works Department operates under the leadership of the Public Works Director, reporting through the Assistant City Manager to the City Manager. The Public Works Director leads the Administration, Streets, Sign Shop, Right-of-Way (ROW) Maintenance, Fleet/Shop Maintenance, and Stormwater Utility divisions. This person also works hand-in-hand with other department directors and the city engineer, who is a third party entity.

THE PUBLIC WORKS DIRECTOR POSITION

The Public Works Director role presents a compelling leadership opportunity in a fast-growing City with substantial voter-backed SPLOST dollars, along with state and federal funding. You will serve as an executive leader balancing complex planning, technical oversight, and high-level engagement internally and externally in the delivery of world class services and major public infrastructure projects. The Public Works Director will play a pivotal role in reshaping Kennesaw's transit corridors, architect and engineering plans, stormwater resiliency, and redevelopment. Overseeing 33 authorized positions, this is an opportunity to guide the development of the physical foundation and future growth of the City of Kennesaw by providing leadership and management in the following functional areas:

- Team Leadership & Culture
- Executive Liaison
- Public Governance & Intergovernmental Relations
- Comprehensive Departmental Management
- Field Oversight & Technical Guidance
- Safety & Regulatory Compliance
- Policy & Operational Standards
- Financial Management & Procurement
- Strategic Planning & Long-Range Infrastructure
- Research, Data Analytics & Reporting
- Customer Service & Community Engagement
- Systems, Records & Professional Development

Full job description available upon request.



THE EXEMPLARY CANDIDATE

The exemplary candidate for the City of Kennesaw's Public Works Director is a well-rounded, adaptive, relatable, and collaborative executive leader. The new Public Works Director possesses a true team player mentality dedicated strictly to the best interests of the city. With strong technical and engineering knowledge, he or she has the proven ability to bridge the gap between the technical details and high-level strategy. The exemplary candidate will develop a vision for the Public Works Department that is aligned with the city's mission and vision. Key traits and characteristics include:

Versatile, Agile, Adaptable Leader: Switches gears comfortably among diverse functions and technical problem sets — from fleet management to roadways, engineering, and stormwater systems. Thinks quickly on their feet in working through unforeseen problems from multiple angles and perspectives to effectively address issues as they arise in the field.

Collaborative Problem Solver: Offers technical and engineering advice with a constructive “how can we help” approach. Willingly engages in problem solving whether a strictly a public works matter or not. Consistently brings objective, well-analyzed solutions to problems, identifying pros and cons for presented options, and providing clear recommendations for decisionmakers.

Relationship Builder: Builds strong trust, credibility, and working relationships with the City Council, the City Manager's Office, City Engineer, Department Directors, staff, county officials, and state agencies through refined listening skills, demonstrated integrity, and a genuine and consistent customer service orientation.

Effective Communicator: Translates complex engineering and technical concepts into clear, understandable information conveying the appropriate level and complexity of information tailored for the audience and situation.

Efficiency-Minded: Identifies and implements technology that supports data-driven project priorities and decision-making, driving significant time and cost efficiencies.

Talent Developer: Dedicated to developing staff by asking questions, soliciting ideas and solutions, brainstorming, and training. Empowers others through collaborative problem solving and continuous, planned and intentional professional growth opportunities.





MINIMUM QUALIFICATIONS

Education & Experience Option A: Bachelor's degree in Construction Management or Engineering with at least five (5) years of progressively responsible experience in Public Works, Engineering, or closely related fields.

Education & Experience Option B: Master's degree in a non-technical field combined with at least eight (8) years of progressively responsible experience in Public Works or Engineering.

Equivalency: Any equivalent combination of education, training, and experience that provides the required knowledge, skills, and abilities to perform the essential duties of the position may be considered.

Licensure: Must possess and maintain a valid Georgia driver's license.

COMPENSATION AND BENEFITS

The expected starting salary range for this position is **\$110,000 - \$130,000 depending on qualifications.**

The City of Kennesaw provides a competitive compensation package supplemented by a comprehensive employee benefits program which includes:

- Health Care Coverage with the choice of two Point of Service (POS) options and a High-Deductible Health Plan (HDHP) with a Health Savings Account (HSA).
- PPO dental and vision insurance with City contributions based upon tier.
- 100% City-paid Basic Life and AD&D insurance, Short-Term Disability, and Long-Term Disability.
- Optional Full Purpose, Limited Purpose, and Dependent Care Flexible Spending Accounts (FSAs).
- Voluntary Life/AD&D, Critical Illness, Accident, Hospital Indemnity, LegalShield Legal Services, and IDShield Identity Theft Protection.
- Defined Benefit (Pension) Plan with 10-year cliff vesting, mandatory 4% employee contribution, Rule of 80.
- Defined Contribution Plan (457b with a 401a match) where City will match the first 2% with a 1% match (if employee does 3+%, the city maxes at 1%).
- Telehealth, 24/7 Virtual Care, Employee Assistance Program (EAP), and mental health network access.
- Vacation and Sick Leave, Paid Holidays (12 days), Annual Personal Days (2).
- City provided take-home vehicle and cell phone.
- Relocation Expense Reimbursement is negotiable.

TO APPLY

Interested candidates are invited to apply by emailing the following items to Jeff Hale, Senior Associate, Mercer Group Associates at jeffhale@localgovhrs.com

by 6:00 PM EST, Sunday, October 25, 2026: Cover letter, Resume, List of five job related references with email and phone contact information. Adobe (.pdf) format is preferred.

