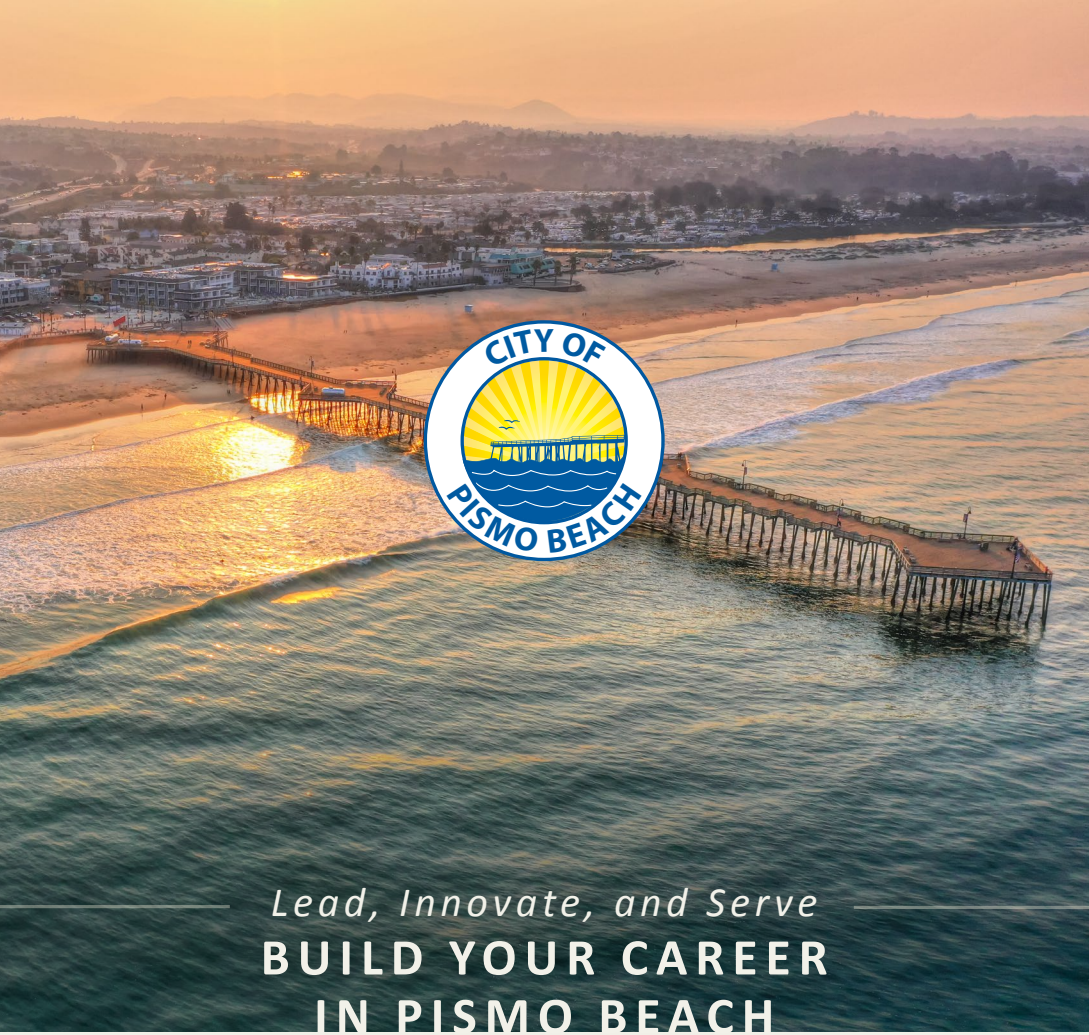


Lead, Innovate, and Serve

BUILD YOUR CAREER IN PISMO BEACH

The City of Pismo Beach invites dynamic and experienced leaders to apply for the limited-term position of **Assistant Public Works Director**. This is an exciting opportunity to make an immediate impact on the infrastructure, public spaces, and essential services that keep our coastal community thriving. Overseeing a broad range of public works functions, including engineering, streets, parks, fleet, facilities, and capital projects, you will help drive key initiatives, strengthen departmental operations, and bring complex projects from vision to reality. We seek a proactive, solutions-driven leader who combines strategic thinking with a hands-on approach, builds strong partnerships, and delivers results that make a tangible difference in the community. Join Team Pismo and help shape the future of our city through effective leadership, innovative thinking, and a commitment to exceptional public service.







The COMMUNITY

Pismo Beach is a vibrant coastal community that blends stunning natural beauty with a strong sense of belonging. Known for its friendly residents and active lifestyle, the city offers a supportive environment where collaboration and innovation thrive. Working for Pismo Beach means being part of a dedicated team focused on enhancing the quality of life for its residents. With a commitment to preserving its unique charm while embracing innovation, Pismo Beach provides a fulfilling workplace where your contributions can make a lasting impact. The city is located on the California Central Coast in San Luis Obispo County, midway between San Francisco and Los Angeles, along Pacific Coast Highway 1 and Highway 101. The resident population of Pismo Beach is approximately 8,000, with a seasonal tourist population of 40,000 in the summer. The city enjoys a temperate marine climate all year long, with an average temperature of 70 degrees. The Central Coast is known for its exceptional quality of life, including extensive recreational opportunities and impressive school systems.

Standard OF EXCELLENCE

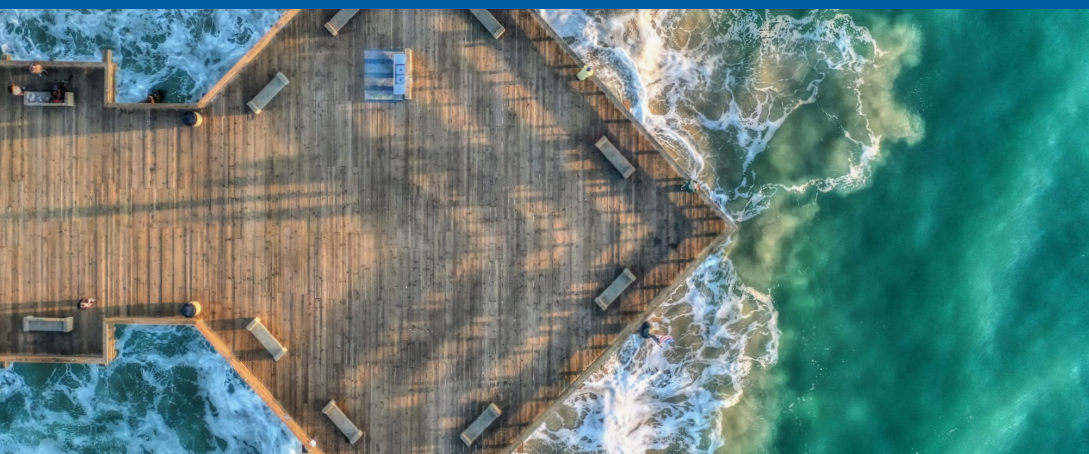
Pismo Beach benefits from a stable and positive employee culture, known as the Standard of Excellence. Employees are encouraged to be innovative, and lead with Pride in Service, and Integrity in Action. Pismo Beach has a reputation for providing outstanding customer service and leading in regional and state initiatives. The City understands that employee culture and professional development are paramount to the success of the organization and overall happiness for the employee. As such, the City encourages staff to serve on professional association boards, attend training conferences, participate in the many employee-focused events hosted throughout the year, and take well-deserved time off. Pismo Beach aims to be the Standard of Excellence to Create Impact for the community.

Limited Term, LONG TERM VISION

The City of Pismo Beach has established this limited-term, at-will position of Assistant Public Works Director to provide critical operational oversight and strategic leadership within the Public Works Department. This new classification assumes day-to-day management of essential engineering and operations divisions including streets, parks, fleet, and facilities, while driving interdepartmental coordination and the implementation of the City's Capital Improvement Program. The Assistant Public Works Director will oversee the Engineering and Operations divisions, consisting of six (6) Engineering staff and twenty-two (22) Operations staff, through two (2) direct reports responsible for the respective divisions.

By strategically separating the operational duties between the Public Works Director and the new Assistant Public Works Director, the position ensures long-term organizational stability, maintains high municipal service standards, and establishes a robust succession planning framework. The creation of this role is specifically designed to allow the current Public Works Director to concentrate fully on the complex technical, regulatory, and multijurisdictional demands of constructing the Central Coast Blue recycled water project, along with directing the utility functions of the Department. As Central Coast Blue advances into its major construction and regulatory startup phases, the Assistant Public Works Director provides the necessary bandwidth to safeguard daily departmental continuity.

As part of the City's long-term succession planning efforts, the successful candidate will have opportunities to build the broad departmental knowledge, leadership capabilities, and strategic perspective that contribute to effective leadership continuity within the Public Works Department. This experience is intended to support the development of a strong leadership pipeline and the department's long-term organizational needs.



THE JOB/IDEAL CANDIDATE

ASSISTANT PUBLIC WORKS DIRECTOR

The ideal candidate is a forward-thinking leader with a strong background in public works and a commitment to continuous improvement. This individual will bring sound judgment, adaptability, and a strategic perspective to managing complex operations and addressing the evolving needs of the community.

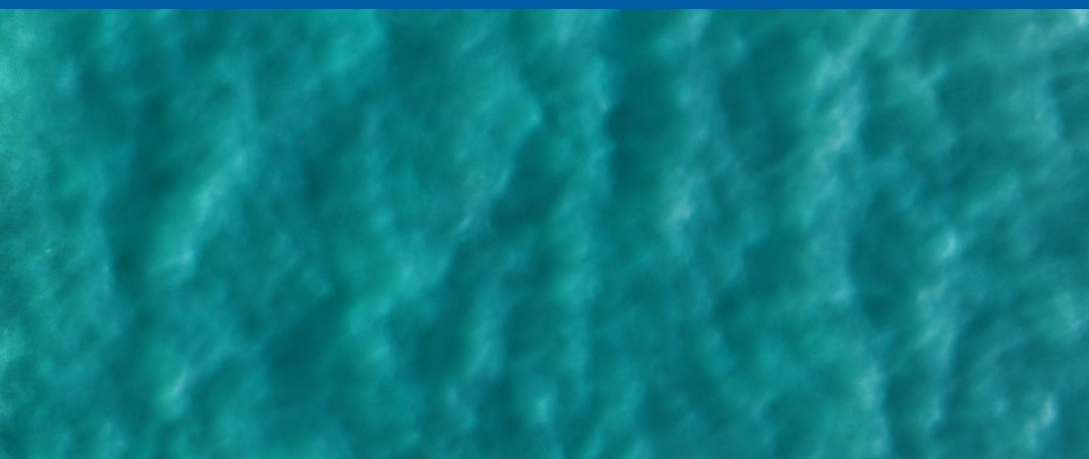
The Assistant Public Works Director will provide hands-on leadership of daily operations, ensuring services are delivered effectively, resources are used responsibly, and staff have the direction and support needed to succeed. Balancing immediate operational demands with long-term priorities, the Assistant Director will also identify opportunities to improve service delivery, embrace emerging technologies, and advance initiatives that strengthen efficiency, resilience, and sustainability.

Strong communication and collaboration skills will be essential to working with city leadership, staff, and the community to develop practical solutions and advance shared goals. This is an opportunity to make a lasting impact on Pismo Beach by helping shape the future of its infrastructure and public services in one of California's most distinctive coastal communities.

MINIMUM QUALIFICATIONS

EXPERIENCE: Five (5) years of management and/or administrative experience in professional engineering, capital improvement programs, and public works management and operations.

EDUCATION: Graduation from an accredited four-year college or university with major coursework in engineering, public or business administration, or a related field.



PROJECTS, OPPORTUNITIES & CHALLENGES

FUTURE PROJECTS:

Having recently completed the construction of a new Public Safety Facility and paved one third of our streets in one project, the City is looking to keep investing into its infrastructure by constructing a new water tank, ongoing paving and road maintenance, and working with Caltrans on the relinquishment of HWY 1 through our City. Over the next three years the biggest project is Central Coast Blue, which will produce 750 AFY of new groundwater to provide a resilient water supply for Pismo Beach.

CHALLENGES:

The City recently implemented recommendations from a Public Works Assessment, reorganized teams, and revised job descriptions. It also transitioned to a GIS-based asset management and work order system, and completed a Facilities Condition Assessment (FCA). The Assistant Director will advance departmental performance by fully implementing asset management capabilities, conducting cost-benefit and performance analyses, and guiding FCA implementation.

OPPORTUNITIES:

Pismo Beach strives to be the Standard of Excellence. The successful candidate will assist the Public Works Director in refining the Department by not only implementing City and Department initiatives but also mentoring and developing staff at all levels in a positive, human-centered way. This is an opportunity for someone with a solid foundation to oversee Engineering and Operations daily and contribute across a variety of departmental functions in a meaningful way.

SALARY & BENEFITS

ASSISTANT PUBLIC WORKS DIRECTOR: $160,118–$194,625

Relocation assistance, to be negotiated.

Retirement: CalPERS 2% @ 60 formula for Classic Members with an 8% employee share. New PEPRA/Non-Classic members are under a 2% @ 62 formula with a 9.5% employee share. The City of Pismo Beach does participate in Social Security.

Deferred Compensation: The City contributes $8,000 annually into a 457 deferred compensation retirement plan.

Leave: Starting at 80 hours Vacation and 96 hours Sick leave annually. 56 hours of Administrative Leave per Fiscal Year.

Holidays: 11 days per year, plus 2 floating holidays.

Medical, Dental, and Vision Insurance: Allowance up to $2,500 for family coverage monthly, or $500 monthly to opt-out of City coverage, if covered by a spouse or another eligible plan.

Additional Benefits include a cell phone stipend and $50,000 term life insurance.

Further details of the benefit package are available on the City's website.







To Be CONSIDERED

The application period for Assistant Public Works Director is now open.
To apply, please visit www.pismobeach.org/jobs.

Prospective candidates are encouraged to schedule a virtual or in-person informational meeting with the City Manager. To arrange a meeting or make a confidential inquiry, please contact Bianka Buchanan, Human Resources Officer, at (805) 773-7004 or HR@pismobeach.org.

RECRUITMENT TIMELINE:

Deadline to Apply:	Thursday, November 19, 2026
In-Person Panel Interview:	Wednesday, December 9, 2026
In-Person Final Interview:	Thursday, December 10, 2026
Estimated Start Date:	January 2027

Build what matters. Lead what's next. Make an impact in Pismo Beach.

APPLY NOW

