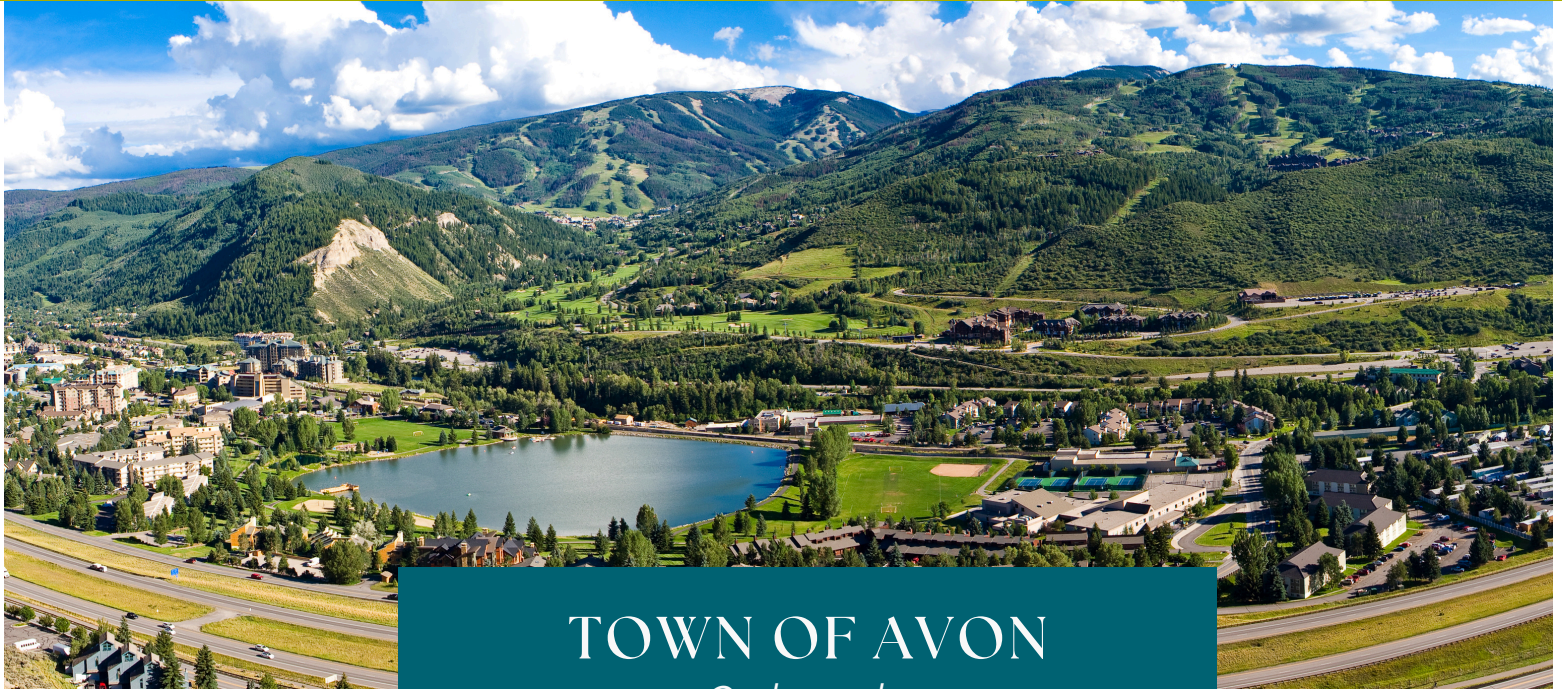


PUBLIC WORKS DIRECTOR



TOWN OF AVON *Colorado*

AVON COMMUNITY

Avon, Colorado is a mountain town community situated between two international ski resorts, Beaver Creek and Vail, located in the central Rocky Mountains only 100 miles west of Denver (on Interstate 70). Avon offers a smalltown atmosphere with abundant outdoor recreation access (skiing, biking, hiking, fishing) and diverse cultural offerings. Known as the “Heart of the Valley” due to Avon’s central location and willingness to support the region, Avon offers an enviable mountain town lifestyle with easy access to luxury resort amenities. Avon was incorporated in 1978 and has grown to a population of 6,039 year-round residents with 2M+ visitors to the Vail Valley. Access to Beaver Creek Resort is available with direct connections from Avon via a gondola and free skier shuttle operated in partnership with Beaver Creek Resort. The Eagle County Regional Airport is located 26 miles to the west and is

rapidly expanding direct flight services to many metropolitan hubs. Avon is a progressive community that supports many initiatives related to community housing, climate action, recreational amenities, and regional transit. Avon’s economy has been growing steadily over the last 10 years and remains a dynamic Colorado mountain community that offers a well-balanced and healthy lifestyle. For more information about the community, Town Departments, programs, and initiatives, access the Town of Avon’s website: www.avon.org and for an overview of the community view the “[2024 State of the Town](#)” video.

COMPENSATION & BENEFITS

- SALARY RANGE: \$150,000-\$206,000 DOQ
- COMPREHENSIVE BENEFITS PACKAGE (SEE PAGE 3 FOR DETAILS)

RECRUITMENT DETAILS

- INITIAL INTERVIEWS WILL BEGIN ON **SEPTEMBER 15TH**
- APPLICATION DEADLINE: **SEPTEMBER 26, 2025**



www.avon.org



THE IDEAL CANDIDATE

- Has a passion for public service, building teams, and achieving innovative and progressive goals.
- Has strong leadership skills and ability to build trust by communicating, collaborating, and engaging others within the Department, organization, and community.
- Is a self-starter with initiative who has the vitality and energy to motivate, lead and mentor others.
- Has ability to implement a strong customer service-oriented culture serving other Departments and the general public.
- Leads by example, performs at a consistent level of excellence that earns respect and is friendly, positive, and energetic, and has a sense of humor.
- Can research, analyze, organize, and present complex and technical information in a balanced, objective, complete and understandable manner through reports and presentations to Town Manager, Council, relevant committees, community partners and stakeholders, and the public.
- Is professional, diplomatic, and politically astute when working with other agencies and the general public.

PUBLIC WORKS DIRECTOR PROFILE

The Public Works Director will oversee a Department that includes four divisions which offers multiple municipal services. These divisions include Public Operations (Streets and Parks), Facilities, Fleet and Mobility. The next Public Works Director must possess a passion for excellence and innovation with strong communication and leadership skills.

The Public Works Director must have familiarity with local government and public works operations that serve a resort community. The Public Works Director works collaboratively with other Department Directors and primarily with the Town Engineer on many capital projects and the Chief Cultural Officer on implementation of special events programming.

RESOURCES

[Job Description](#)

[2025 Budget](#)

[2025 CIP](#)

[2025 Comprehensive Plan](#)



AVON TOWN GOVERNMENT

The Town of Avon is a full-service municipality, governed by a home rule charter, with a Council-Manager form of government. Policy-making and legislative authority are vested in the Town Council which consists of a seven-member council and a council-elected Mayor. The Town Manager is the chief executive administrative officer of the Town and responsible for carrying out the policies and ordinances of the Town Council. The Manager oversees the day-to-day operations of the Town’s six departments, with a staff of just over 118 full-time employees and upwards of 100 part-time and seasonal employees.

Six (6) departments provide comprehensive community services and include General Government Department (Mayor and Town Council, Town Manager’s Office, Town Clerk, Municipal Court, Finance, Human Resources, Communications and Sustainability), Community Development (Development, Planning and Building), Police, Engineering, Public Works (Facilities, Public Operations, Fleet and Mobility), and Recreation. The Town does not have its own Fire Department or provide water or sewer service. These services are provided by two other separate districts.

The annual total budget for All Funds for the Town of Avon is \$55M in 2025. Of that, approximately \$27M is Public Works, and another \$12.9M is budgeted for Capital Improvements Projects.



EDUCATION AND EXPERIENCE EXPECTATIONS

The Public Works Director position requires a bachelor’s degree in public administration, business administration, engineering, or similar focus, with a minimum of ten (10) years progressive supervisory experience working in the public (or private) sector in public works management role. The following experience is strongly preferred:

- An engineering degree
- Colorado Commerical Driver’s License
- Building and facilities refurbishment, energy and reducing green house gas emissions
- Streets and parks operations, facilities (asset) management, fleet maintenance operations, and mobility operations and services
- Grant writing and administration

POSITION REQUIRES

- Any equivalent combination of Experience & Education will be considered
- Passing a pre-employment drug & alcohol test
- Random Drug & Alcohol Testing Program
- Department of Transportation (DOT) Physical

AVON FACTS

Population.....	6,039
Size.....	8.42 sq mi
Elevation.....	7,431 ft
FY 2025 Budget.....	\$55M
General Fund	\$27M
CIP Fund.....	\$12.9M



COMPENSATION PACKAGE

The Town of Avon offers competitive salaries, generous benefits, and a positive workplace culture. The salary range is \$150,000 to \$206,000. Starting salary is expected to not exceed [75% of range] and depends on qualifications. The benefits package includes excellent healthcare, 401(a) with 11% Town matching contribution (in lieu of Social Security), 457 deferred compensation (voluntary), a free annual family pass to the Avon Recreation Center, Personal Time Off, Holidays, Sick Leave, and more. The Town also offers housing assistance through down payment and ownership programs.

ESSENTIAL FUNCTIONS

- Operational Management
- Capital Projects
- Financial & Budget Oversight
- Infrastructure & Asset Management
- Contract Management
- Leadership
- Personnel Management
- Safety Program
- Grant Administration
- Customer Service



RECRUITMENT

To apply, please submit your application through the town's website at avon.org/jobs.

The interview process: initial video interview and in-person interviews will begin on September 15th. Background check will be completed on final applicant. The Town will conduct an ongoing review of applications and reserves the right to interview qualified candidates on a continual basis.

Contact for more information:

Patty McKenny, Deputy Town Manager
970.748.4021 or email pmckenny@avon.org



RECRUITING HIGHLIGHTS

Position Posted....Friday, August 22, 2025

Application Deadline....Friday, September 26, 2025