

PUBLIC WORKS DIRECTOR

CITY OF BILLINGS *Montana*



Why Apply?

The City of Billings, Montana's largest community, offers an exceptional leadership opportunity for an experienced and visionary public works professional. The Director will oversee one of the state's largest and most diverse departments, managing an expense budget of \$195 million (FY 2027) and guiding major capital projects, including a \$150 million reservoir and water treatment facility. City leadership fosters a culture of inclusion, involvement, critical thinking, cooperative leadership, and collaboration while striving to bring the best customer experience to both its employees and citizens. Billings is known for its strong sense of community, high quality of life, and relative affordability.





WELCOME TO BILLINGS

Tucked alongside the scenic Yellowstone River and sheltered by 400-foot Rimrock cliffs, Billings is Montana's largest city (pop. 120,000) and the county seat of Yellowstone County. Billings is known for its blend of high-quality amenities on an appealing small-town scale, combined with the natural beauty of the nearby Rocky Mountains.

The city is named after Frederick H. Billings, a former president of the Northern Pacific Railroad which was responsible for the city's rapid growth in the late 1800's. Today, as the largest population center within a 500-mile radius, Billings is part of a growing metropolitan region of 185,000 and the business and healthcare center for much of Montana, Northern Wyoming, and western portions of North and South Dakota. With its prime location at the intersection of I-90 and I-94, this region is also one of the largest trade areas in the United States.

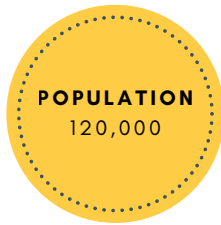
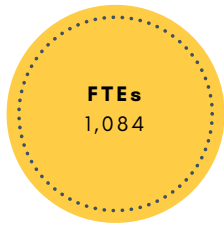
Billings lies in the scenic Yellowstone River Valley where the Great Plains transition to the Rocky Mountains. The city serves as a launching point for outdoor recreation in the Beartooth Mountains, Bighorn Canyon, and Yellowstone National Park. The Yellowstone River offers opportunities for rafting, floating, kayaking, and blue-ribbon fly-fishing. Skiing at Red Lodge Mountain is less than an hour away.

The city's historic downtown features an array of eclectic shops and eateries, history museums and art galleries, and a walkable brewery district serving craft beers. Built in 1907, the 800-seat Babcock Theater hosts films, lectures, and live performances. On a larger scale, Billings is home to the multi-facility MetraPark event venue that brings tourism to the area with a 10,000-seat arena and 77,400-square-foot Expo Center among other amenities housed on 189 acres. Montana State University Billings, Rocky Mountain College, University of Mary, and MSU Billings College of Technology all offer postsecondary education opportunities for students and the community. The city-owned Billings Logan International Airport serves the region with passenger service to major urban markets.



THE CITY OF BILLINGS

Incorporated in 1882, the City of Billings operates under a Council-Administrator form of government with an elected Mayor and 10 elected City Council members from five wards. The City serves a population of 120,000 across 45 square miles with a FY27 budget of \$447 million and a city-wide team of 1,084 FTEs. In 2024, Billings was named the 16th best-run city in the U.S. by WalletHub by comparing the quality of services residents receive against the total city budget.



THE PUBLIC WORKS DIRECTOR

Reporting to the City Administrator, the Public Works Director is responsible for planning, directing, managing, and overseeing the operations and activities of the Public Works Department. The Director coordinates departmental functions with other City departments and external agencies, while providing high-level, complex administrative support to the City Administrator.

The City of Billings recently completed an independent organizational assessment of the Public Works Department. The assessment looked at the department's structure, operations, management practices, and areas where the City can improve. It found that the Public Works Team, as a whole, is a highly functional and committed group with vast institutional knowledge. This gives the next Public Works Director a solid starting point and a clear roadmap to help strengthen the department, support staff, improve coordination, and continue moving Public Works toward a more proactive and efficient service model.





IDEAL CANDIDATE TRAITS

- A proven leader who can motivate and inspire a large, diverse workforce.
- Collaborative, fostering partnerships across departments, the executive team, and with the community.
- An excellent communicator who can clearly explain technical and financial issues to staff, City Council, the development community, and the public.
- Strategic in vision, with experience guiding large-scale infrastructure projects.
- Adaptable and able to navigate political dynamics with a large and engaged City Council.
- Community-focused with a commitment to public service, transparency, and accountability.
- Skilled in organizational development, empowering managers, and developing internal talent.
- Approachable and supportive, fostering trust and open communication.
- Balances strategic leadership with operational expertise, strengthening organizational alignment and team performance.



EDUCATION & EXPERIENCE

- Bachelor's degree in business administration, public administration, engineering, or related field. Master's degree or Professional Engineer (PE) preferred.
- 7 or more years of municipal public works related experience.
- 5 years of management and supervisory experience.
- A valid Montana driver's license within 30 days of employment.
- Must be able to successfully pass a Federal and State criminal background check.

Or any satisfactory combination of experience and training which demonstrates the knowledge, skills, and abilities to successfully perform the job.

OPPORTUNITIES & CHALLENGES

Lead Organizational Transformation - Build on a strong, capable workforce by strengthening leadership alignment, improving coordination, and guiding the Department toward a proactive, high-performing organization.

Be a Trusted Strategic Partner - Build strong, effective relationships across the organization and with City leadership, aligning diverse priorities around shared community goals.

Strengthen Public Trust - Advance transparency, accountability, and proactive communication to reinforce confidence in essential public services.

Build a High-Performing Organization - Develop leaders, strengthen succession planning, and foster a culture of excellence within a complex, technically diverse department.

Support Sustainable Growth - Guide infrastructure planning for a growing community while cultivating collaborative partnerships with the development community.

COMPENSATION & BENEFITS

The City of Billings is offering an annual salary range of \$145,086 to \$194,222 based on qualifications, along with a comprehensive [benefits](#) package and up to a \$10,000 relocation allowance.

Family coverage is available through a high-deductible health plan, with employee premiums of \$60 per 26 pay periods and a \$3,400 family deductible.

RESOURCES

[Billings Public Works](#)

[FY 2027 Proposed Budget](#)

[Better Off in Billings](#)

[Visit Billings](#)

[Relocate to Billings](#)



TO APPLY

Apply Online: gmphr.com

First Review: **July 31, 2026**

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