



THURSTON COUNTY

WASHINGTON

SINCE 1852

ROAD OPERATIONS SUPERVISOR

\$73,044 - \$97,392

Plus excellent benefits.

Applications accepted through:
November 20, 2022

This position is open until filled. Applications will be reviewed as submitted.

PROTHMAN



THE COMMUNITY



Thurston County is located between Seattle and Portland in Western Washington’s South Puget Sound Region. Perched in between the mountains and the ocean, the area boasts the perfect blend of year-round outdoor activities including boating, hiking, skiing, and more. The region is also home to the state capitol city of Olympia, known for its many restaurants, microbreweries, coffee shops, farmer’s markets, kids’ activities, history, and art events. Discover more about life in Thurston County at Experienceolympia.com.

THE COUNTY

The Thurston County organization seeks to deliver the people, resources, capacities, and tools necessary to carry out the roles and responsibilities of government and to provide the level of service our residents deserve. We work both independently and through a rich and collaborative network of regional partnerships. We are striving to achieve robust communications and secure information technology systems to connect offices and departments across the County; clean, efficient, and safe facilities that serve employees and customers well; and the retention and cultivation of our most critical resource: a highly qualified and dedicated workforce.



THE DEPARTMENT

The [Thurston County Public Works Department](#), located in Olympia, Washington is a national award-winning agency in delivering quality projects to our community. Our mission is to provide quality public services in all areas of our business. We actively help our staff develop and grow professionally, we bring together resources across divisions to achieve organizational goals, we are always ready to respond to community needs, and we are an American Public Works Association accredited agency, consistently meeting industry best practices benchmarks.



Our Core Values:

- **Accountability** – We take responsibility for our actions and the resulting outcomes.
- **Customer Service** – We provide our customers with the highest level of service and quality.
- **Innovation** – We strive to continuously improve processes, performance, and results.
- **Safety** – We demonstrate an uncompromising commitment to safety.
- **Teamwork** – We work together toward achieving a common recognized end.

Thurston County Public Works values the diversity of the people it hires and serves. Inclusion to us means fostering a workplace in which individual differences are recognized, appreciated, and responded to in ways that fully develop and utilize each person’s talents and strengths. We are dedicated to recruiting and developing a talented workforce from various cultures, lifestyles, backgrounds, and perspectives who are committed to our vision and core values. [Thurston County Racial Equity and Inclusion Webpage](#).

The Public Works department operates on a 2022 budget of \$124 million with 206 FTEs. To learn more about the Department, please visit:

www.thurstoncountywa.gov/pw

THE POSITION

Under the general supervision of the Roads Operations Manager, the Road Operations Supervisor is responsible for the direction, planning and tracking of varied road maintenance, construction, emergency responses, and other related road operation activities. The Road Operations Supervisor will supervise work assignments and set priorities of one or more road operations crews, coordinate activities with other agencies and assist in the preparation and administration of the division’s budget. This position requires record keeping and report preparation for all projects. For a full job description and to view the detailed responsibilities of the position, please view the attachment found [here](#).

IDEAL CANDIDATE

The ideal candidate’s education & experience:

- Associates degree in Public Administration, Business, Civil Engineering, Construction Management, or a related field. A bachelor’s degree in a related field is preferred.
- Additional experience may be substituted for education based on a year for year basis.
- Six (6) years of progressively responsible experience with at least two (2) years previous supervisory experience and budget management in roads engineering, construction, and/or maintenance.
- Previous experience in the areas of public administration, business writing, budget administration, public speaking, personnel, and labor management is desired.
- A valid Washington State Driver’s License or be able to obtain one within 30 days of employment or have requested and obtained an appropriate accommodation.



Necessary Knowledge, Skills & Abilities:

- Experience as an operations manager or supervisor for an organization primarily involved in road maintenance and construction.
- The ability to utilize a personal computer and related software packages to perform word processing spreadsheets, analysis, information retrieval and tracking.
- The ability to work productively in an office environment as well as in the field at construction and maintenance sites.
- The ability to be open minded in all situations.
- Exceptional written and oral communication skills which will be used to Effectively communicate with subordinate employees, other County employees and the public.
- Experience with project management practices and principles.
- The ability and willingness to learn.
- The ability to prioritize and reprioritize quickly when needed.
- The ability and motivation to help grow and mature the organization,
- The ability to understand and follow complex written and oral instructions.
- Knowledge of reading and understanding engineering design plans and specifications.
- Utilize sound judgment in decision making and conflict resolution.
- The ideal candidate will embody the department's core values of accountability, customer service, innovation, safety, and teamwork.

COMPENSATION & BENEFITS

Salary: \$73,044 - \$97,392 DOQ

Work-Life Balance: We are committed to ensure that our staff experience the reward of public service, while also sustaining a routine that suits each individuals' lifestyle.

Plan For Your Future: As a member of our team, you will enjoy great employee benefits, including a retirement plan, pre-tax savings accounts, as well as comprehensive health care and dental/vision care for you and your family. Please visit [Benefits 2022 Thurston County Employee Benefit Plans](#) website for more information.

Paid Leave: Full-time regular employees earn a minimum of 12 paid vacation days per year in addition to 11 paid [holidays](#).

Robust Training Program: Employees are encouraged to attend County paid training to help them further their career, learn new skill sets, and stay on top of emerging trends in our industry. We also encourage our staff to participate in professional organizations and attend conferences.

Flexible Work Schedules: Some of the options that employees may take advantage of include alternative or compressed schedules and/or remote working.

Deferred Compensation: The County offers 3 voluntary deferred compensation plans for employees who would like to set aside additional deferred tax dollars into a retirement savings plan.

Flexible Spending Account (FSA): Employees can take advantage of Section 125 flexible spending accounts for out-of-pocket health care and daycare expenses with pre-tax dollars.

Public Service Loan Forgiveness: This is a federal program which allows full-time public service employees who have made 120 qualifying payments for certain loans, to get their student loans repaid. [Public Service Loan Forgiveness Program](#)



**For more information on
Thurston County, please visit:
www.thurstoncountywa.gov**

Thurston County is an Equal Opportunity Employer. All qualified candidates are strongly encouraged to apply by **November 20, 2022**. This position is open until filled. Applications will be reviewed as submitted. Applications, supplemental questions, resumes, and cover letters will only be accepted electronically. To **apply online**, go to www.prothman.com and click on "Open Recruitments", select "Thurston County, WA – Road Operations Supervisor", and click "Apply Online", or click [here](#). Resumes, cover letters, and supplemental questions can be uploaded once you have logged in.



www.prothman.com

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