

Public Works Director Recruitment and Selection Plan – 2023



Public Works Director Recruitment and Selection Results – 2023

April-September

Public Works Commission interviews top candidates

Interview panel includes Sanitation and Streets Commission Chair, City department heads, and Interim Director Short.

Commission recommends at least 3 qualified candidates to Mayor

Public Works Commission recommends slate of candidates to Mayor Breed for interview and consideration. Summer vacation schedules delay process.

Candidate pool shrinks as some individuals drop out

A few candidates withdraw, citing high cost of housing/living in Bay Area, reluctance to take on challenging S.F. street conditions, discomfort with city's politically-charged environment, and difficulty moving families across the country.

Mayor interviews candidates recommended by Commission

Mayor Breed interviews finalists and assesses for City leadership team. No appointment results.

October

Mayor Breed appoints permanent Director of SF Public Works

Mayor prefers Interim Director Short for permanent Director position.

With additional year of experience leading Public Works, Carla Short accepts permanent Director position.

Public Works Commission welcomes outstanding leader with demonstrated capabilities and excellence.