Road and Bridge Superintendent

Hutchinson County Road and Bridge Department

Employment Details

Reports to: Commissioners' Court
Position type: Full-time, exempt
Starting salary range: $70,000–$84,050 annually, based on experience and qualifications

Position Overview

Hutchinson County is seeking an experienced, safety-focused leader to serve as Road and Bridge Superintendent. This position directs the County Road and Bridge Department and oversees personnel, road and bridge maintenance, construction and repair projects, department facilities, equipment, materials, records, and emergency response activities. The Superintendent works closely with the Commissioners Court and individual precinct commissioners to establish priorities and deliver dependable public infrastructure services throughout the county. The Superintendent would need to reside or be willing to relocate. Be or become a registered voter in Hutchinson, County, TX.

Key Responsibilities

- Lead, supervise, train, schedule, and evaluate Road and Bridge Department personnel.
- Plan and carry out road, bridge, culvert, drainage, guardrail, signage, roadside vegetation, and related maintenance and repair programs.
- Coordinate project priorities and work plans with the Commissioners Court and precinct commissioners.
- Manage department vehicles, heavy equipment, materials, inventory, buildings, grounds, purchasing, and maintenance records.
- Promote safe work practices, provide required training and protective equipment, and conduct regular safety meetings.
- Develop specifications and recommendations for equipment, vehicles, materials, policies, and department procedures.
- Investigate road and bridge concerns and coordinate appropriate responses.
- Direct snow and ice operations and assign personnel for emergencies, including wildfire, flooding, and severe-weather response.
- Prepare clear monthly, quarterly, annual, and other requested reports.
- Perform other duties as assigned by the Commissioners Court.

Minimum Qualifications

- High school diploma or GED.
- At least four years of related experience, including a minimum of two years in a management or supervisory role.
- Valid Texas commercial driver's license (CDL).
- Knowledge of public- or private-sector road and highway maintenance methods, including workforce, equipment, and materials planning.
- Experience with budgeting, purchasing, contracts, inventory control, recordkeeping, and report preparation.

- Required certification or demonstrated qualification to operate heavy equipment used in road and bridge maintenance.
- Ability to communicate effectively and maintain a safe, positive, and productive work environment.

Preferred Qualifications

- Experience with employee training and development, interviewing, performance management, and other human resources practices.

Work Conditions

This position works in both office and field settings and regularly encounters inclement weather, temperature extremes, dirt, mud, and active construction equipment. Duties require sitting, standing, walking, driving, and occasionally lifting or moving up to 25 pounds. Non-standard work hours, emergency callouts, and occasional travel may be required.

How to Apply

Submit a completed employment application and any requested supporting materials (I.e. Resume, certifications, and other documentation) to Hutchinson County in accordance with the County's current application process. Applications will be reviewed based on relevant experience, qualifications, and demonstrated ability to perform the essential duties of the position.

Equal Employment Opportunity

Hutchinson County is an equal opportunity employer. Qualified applicants will receive consideration without unlawful discrimination. Reasonable accommodations may be available to qualified individuals with disabilities. Employment is at will, and duties may be modified or expanded to meet County needs and comply with applicable law and County policy.

Closing Date – November 30, 2026, at 5:00 PM