

EXECUTIVE RECRUITMENT FOR
Chief Facilities Officer & Bond Program Director

COMPTON UNIFIED SCHOOL DISTRICT





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Compton Unified School District (CUSD) is at an exciting moment of growth and transformation. Under the leadership of Superintendent Dr. Darin Brawley, and the Board of Education, CUSD has achieved a remarkable turnaround; graduation rates have soared from 58% in 2012 to 93% in 2024, placing the district #1 in Los Angeles County and among the top Districts in the state. College and Career readiness has similarly surged, with A-G completion rates growing from 14% to 68%, reflecting a systemic commitment to student achievement and equity.

Alongside academic progress, the district has invested in facilities modernization and technology infrastructure enhancements including, securing a \$1.8 million Verizon grant to expand access to iPads and internet connectivity, while maintaining strong standards of excellence as demonstrated by 90%+ scores on statewide facilities inspections. CUSD's fiscal stability and ability to forge strong partnerships have further reinforced its momentum as a premier public school district.

The Chief Facilities Officer & Bond Program Director will play a pivotal role in ensuring that CUSD's 36 school sites are safe, modern, and responsive to the needs of scholars, staff and the community. This is a cabinet-level leadership opportunity to shape the district's facilities and operational direction during a time of momentum and significant investment.

THE OPPORTUNITY

Reporting directly to the Chief Administrative Officer (CAO), the Chief Facilities Officer & Bond Program Director provides strategic leadership for all aspects of facilities operations, capital projects, and bond program oversight. This position is a senior leadership role responsible for planning, organizing, and prioritizing facility improvements, managing maintenance and operations, and ensuring compliance with California regulatory codes, DSA requirements, bidding processes, and city regulations. The position also monitors bond-related activities, working closely with architects, construction managers, and contractors, and serves as a liaison to the Superintendent, the Board, partners, and community stakeholders.



THE IDEAL CANDIDATE

The ideal candidate will be a proven facilities leader with deep expertise in all aspects of public school facilities management. An individual that understands the complexities of maintaining aging infrastructure while delivering on the promise of modernization and compliance is essential. This leader is solutions-oriented, proactive, and highly communicative, with the ability to prioritize competing needs and remove barriers. A person who will embrace CUSD's culture of collaboration, demonstrate a strong customer-service mindset, and be committed to making decisions in the best interests of scholars. The successful candidate will be approachable, receptive to direction, and capable of building strong relationships with staff, and the community while mentoring and developing team capacity.



Key Priorities

- Provide day-to-day oversight of the Maintenance & Operations (M&O) department, ensuring timely resolution of work orders and proactive scheduling of preventative maintenance.
- Monitor and support ongoing bond-funded projects, including acting as CUSD's key representative in weekly meetings with architects, CM firms, and reporting outcomes to CUSD's Cabinet and the Facilities Committee.
- Ensure compliance with DSA, city codes, bidding requirements, and all legal regulations related to school facilities.
- Lead with high-level communication, transparency, and responsiveness, fostering trust with the Superintendent, Board, principals, and school communities.
- Address facility needs across 36 schools, prioritizing safety, modernization, and beautification projects, while balancing resources and capacity.
- Build internal leadership capacity by mentoring staff, strengthening relationships, and fostering a collaborative, problem-solving culture.



Qualifications

- Bachelor's degree required; Master's degree preferred in business/public administration, construction management, engineering, architecture, or a related field. (Master's may be substituted with two additional years of relevant experience.)
- At least five (5) years of progressively responsible experience in public school construction and facilities operations, including three (3) years in management/administration.
- Strong knowledge of state and local regulations, including DSA approval processes, contracting, and compliance requirements.
- Demonstrated ability to evaluate and manage budgets, vendors, and contracts effectively.
- Experience managing and collaborating with others; ability to build strong, trust-based relationships.
- Valid California driver's license and ability to travel between sites as needed.



COMPENSATION & BENEFITS

CUSD offers a competitive executive-level compensation package, including an annual salary of \$205,576 commensurate with experience, comprehensive health and retirement benefits, and a district-provided vehicle for work-related travel between sites. This cabinet-senior level position reflects the district's commitment to attracting and retaining highly qualified leaders who are invested in the success of Compton's scholars and schools.

HOW TO APPLY

Interested candidates should submit a cover letter and résumé via the application portal of cfd.bpo@thehawkinscompany.com. Applications will be reviewed on a rolling basis, and early submission is encouraged.

The letter must outline:

1. Scope and size of the largest budget you have managed
2. Size and depth of the largest teams you have managed
3. Largest workforce supported
4. Two major accomplishments that illustrate your qualifications

Resumes received by **October 3, 2025** will receive first consideration. For the complete position description, please visit www.thehawkinscompany.com.

Confidential inquiries are encouraged and should be directed to:

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