

# City of Albuquerque

NEW MEXICO



**ONE  
ALBUQUE  
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*invites your interest in the position of*

**Director, Environmental  
Health Department**



Recruitment Services Provided by Ralph Andersen & Associates

# The Organization

The City of Albuquerque offers a rare opportunity to lead the Environmental Health Department in one of the nation's most dynamic and strategically positioned cities. As New Mexico's largest municipality and the 31st largest city in the United States, Albuquerque serves as the state's governmental, economic, and transportation hub. Home to more than 550,000 city residents and nearly one million people across the metropolitan service area, the City plays a pivotal role in driving regional economic growth, infrastructure investment, public safety, and quality of life. Governed under a Mayor–Council system, Albuquerque blends strong executive leadership with legislative oversight, transparency, and public accountability—creating an environment where visionary leaders can shape policy, deliver results, and leave a lasting legacy on a critical public asset serving the entire state.

As a full-service municipality, the City of Albuquerque delivers a comprehensive range of programs and services to residents, businesses, and visitors. These services encompass public safety, transportation and infrastructure, environmental health, housing and community development, parks and recreation, cultural services, and economic development. Through its departments and enterprise operations, the City manages complex systems and assets essential to the daily functioning and long-term success of a growing metropolitan community.

The City is guided by strategic priorities that emphasize operational excellence, equity, resilience, and long-term sustainability. Leadership is focused on modernizing infrastructure, strengthening public safety, addressing housing affordability, advancing environmental stewardship, and supporting inclusive economic growth. A commitment to data-informed decision-making, performance measurement, and continuous improvement underpins the City's approach to effective governance and service delivery.

Economic development and regional connectivity are central to Albuquerque's mission. The City actively supports business attraction and retention, workforce development, tourism, and innovation through coordinated initiatives and strategic investment. Major municipal assets—including transportation networks, cultural facilities, and aviation infrastructure—contribute significantly to the regional economy and position Albuquerque as a competitive and connected metropolitan center within the Southwest.



The City of Albuquerque places a strong emphasis on organizational culture and workforce excellence. Employing a diverse and highly skilled workforce, the City is committed to fostering an inclusive, professional environment that values collaboration, accountability, and leadership development. Executives are expected to support talent development, encourage innovation, and model the highest standards of public service and ethical leadership.

Community engagement is a foundational element of the City's operating philosophy. Albuquerque values transparent communication and meaningful collaboration with residents, neighborhood associations, nonprofit organizations, educational institutions, tribal governments, and private-sector partners. City leadership is expected to be accessible, responsive, and relationship-oriented, building trust while advancing shared community goals.

From a fiscal and operational perspective, the City of Albuquerque manages a substantial municipal budget, significant capital programs, and a complex regulatory framework. Sound financial stewardship, strategic investment, and effective risk management are essential to maintaining long-term stability while addressing evolving community needs and priorities.

Overall, the City of Albuquerque offers a dynamic and impactful public sector environment for executive leadership. The organization seeks experienced, mission-driven leaders who bring strategic vision, operational discipline, and a commitment to public service. With its scale, complexity, and community focus, the City provides a meaningful opportunity for executives to lead, innovate, and contribute to the continued success of a vibrant and evolving metropolitan community.



## The Community

Albuquerque, New Mexico is the state's largest metropolitan area and serves as its primary economic, cultural, and innovation center. Located along the Rio Grande and framed by the Sandia Mountains, the city offers a distinctive blend of natural beauty, rich heritage, and forward-looking opportunity. Albuquerque's deep Native American, Hispanic, and Anglo roots shape a culturally vibrant community known for collaboration, resilience, and authenticity.

The region's economy is diverse and steadily expanding, supported by strong public and private sector leadership. Key industries include aerospace and defense, advanced manufacturing, renewable energy, healthcare, bioscience, logistics, and technology. Albuquerque is home to major institutions such as Sandia National Laboratories, Kirtland Air Force Base, and the University of New Mexico, all of which contribute to a robust research environment and a highly skilled workforce. A growing entrepreneurial ecosystem further enhances the city's reputation as a place where innovation and applied research thrive. Companies like Netflix, NBCUniversal, LSI, RiskSense, Carenet, and many others have selected Albuquerque because it is a great place to do business and provides a healthy and affordable quality of life.

Albuquerque offers a compelling value proposition for executives considering relocation. The cost of living remains significantly lower than in many comparable metropolitan areas, allowing leaders to enjoy a high quality of life without the pressures of larger, more congested markets. Housing options range from historic neighborhoods and urban developments to suburban and rural communities, providing flexibility to match a wide range of lifestyles and family needs.

Quality of life is a defining advantage of the region. With more than 300 days of sunshine annually, Albuquerque supports an active, outdoor-oriented lifestyle year-round. Residents enjoy convenient access to hiking, biking, skiing, golf, and river activities, with nearby mountains, open spaces, and national parks offering abundant opportunities for recreation and wellness. These natural amenities contribute to a healthy work-life balance that is increasingly valued by today's executive leaders.

The city's arts and cultural scene is both vibrant and deeply rooted in tradition. Albuquerque supports a thriving community of artists, designers, musicians, and filmmakers, complemented by museums, galleries, historic districts, and performance venues. The city is internationally recognized for the Albuquerque International Balloon Fiesta, one of the world's most iconic annual events, which draws visitors and global attention each year. Albuquerque's culinary landscape is equally distinctive, anchored by its celebrated New Mexican cuisine and complemented by a growing array of contemporary dining experiences.



## The Community *continued*

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From an infrastructure and accessibility standpoint, Albuquerque is strategically positioned within the Southwest. The Albuquerque International Sunport provides convenient national connectivity, while interstate highways and rail access support efficient regional travel and logistics. The city's central location makes it an attractive base for organizations with regional or national reach, offering accessibility without the congestion of larger metropolitan centers.

Education and workforce development are key strengths of the community. The University of New Mexico, along with Central New Mexico Community College and other training institutions, supports a steady pipeline of talent and leadership development. Collaboration between academic institutions, government, and industry fosters innovation and ensures alignment between workforce skills and employer needs.

Civic engagement and community leadership are highly valued in Albuquerque. The city offers meaningful opportunities for executives to become involved in civic, nonprofit, and economic development initiatives, allowing leaders to make a visible and lasting impact. Albuquerque's business environment is characterized by approachability, collaboration, and a shared commitment to long-term success.

Above all, Albuquerque is known for its welcoming spirit and strong sense of community. Professionals relocating to the area often find a city that values authenticity, balance, and purpose. With its combination of economic opportunity, cultural richness, natural beauty, and affordability, Albuquerque presents a compelling destination for executive leaders seeking both professional fulfillment and an exceptional quality of life.

Albuquerque is the urban center of New Mexico and one of America's best mid-sized cities. The 32nd largest city in the country, Albuquerque's economy is emerging with strength in space technology, directed energy, smart community technologies, and film and digital media.

# About the Department

## Mission

*To responsibly and professionally serve the people of Albuquerque by promoting and protecting public health, preventing disease, and preserving the integrity and quality of our environment through sustainable management and responsible stewardship.*

The Environmental Health Department (EHD) leads the City of Albuquerque in protecting the immediate and long-term health, safety, and well-being of all citizens. Through multiple programs and divisions, the department addresses critical challenges, including:

- Public health and environmental threat prevention, such as infectious diseases
- Climate change,
- Environmental contamination, and
- Air pollution.

Key services include:

- Restaurant and food safety inspections
- Mosquito control
- Regional air and groundwater monitoring
- Landfill remediation
- Climate and sustainability initiatives

# About the Role

In addition to actively monitoring and safeguarding against health risks, the Environmental Health Department seeks to educate and promote public health throughout the Albuquerque community. The EHD actively seeks to connect science with citizens' lived experiences to achieve solutions that lead to a healthier Albuquerque. Engagement activities include cultivating community partnerships, developing public and environmental health guidelines and regulations, policy planning, and compliance assistance.

As the top professional in the Environmental Health Department, the next Director of EHD will:

- Shape the future of environmental and public health in Albuquerque;
- Lead a talented multidisciplinary team;
- Build strong partnerships across government and community;
- Drive innovation, sustainability, and measurable outcomes; and
- Translate science and policy into real community impact.



## Key Responsibilities

The Director will lead progress across key City goals, measurable objectives, and strategic priorities. A sample of high-level responsibilities includes:

### *Sustainable Community Development*

- Develop a Comprehensive Climate Action framework

### *Environmental Protection*

- Deliver a long-term plan to address biohazard exposure from fecal contamination
- Advance community-focused Climate Action Plan projects
- Protect Albuquerque's mountains, river, bosque, volcanoes, arroyos, air, and water

### *Government Excellence & Innovation*

- Increase permitting efficiency through Tyler Technologies software implementation
- Strengthen transparency, responsiveness, and service delivery

## Leadership Qualities and Style

The ideal candidate will have strong management, interpersonal, and communication skills, with a hands-on, proactive approach to addressing a broad range of issues in the Environmental Health Department that impact businesses and the community.

This environmental health professional will also be involved with a variety of regulatory agencies at the statewide level and with federal regulators. The Director will need well-honed skills in persuasion, influence, and collaboration, as well as the ability to find win-win solutions in a heavily regulated environment. The Director will have a focus on common-sense solutions, transparency, and timeliness.

This top contender will also be able to navigate among various community groups, stakeholders, environmental advocates, and elected officials (Mayor, City Council) on a variety of topics, doing so in a collaborative style that brings forward innovative ideas and alternative solutions. These innovative solutions will require the Director to lead with best practices and not settle for the status quo.

Being collaborative, flexible, nimble, and adaptable to changing requirements and needs will be critical to the Director's success. Developing risk-based strategies will allow the Environmental Health Department under this progressive leader to be more responsive to the demands of various stakeholders and regulators through a mission-driven approach, rather than a heavy-handed rules-based environment.

The ideal candidate will also understand the cultural needs of many businesses and restaurants within the City of Albuquerque and be able to strategize appropriate solutions to many day-to-day issues and ongoing concerns.

Also, a strong appreciation for technology, operational enhancements, and best practices is critical for the new Director as the Environmental Health Department moves toward expanded technological capabilities and improved customer service, interface responsiveness, and overall interaction.



## Required Qualifications

Appointment to this position requires a combination of education and experience that demonstrates a high degree of proficiency in the broader spectrum of environmental health. Environmental health professional experience in local, state, or federal government is qualifying.

Candidates with advanced degrees and professional certifications may be seen as a plus.

Applicants should be aware that the Mayor has the ability to select the top candidate based on a variety of factors, including overall career history, education, and certifications that best represent the interests of the City of Albuquerque.

## Salary and Benefits

The starting salary range for this position will be \$185,000 to \$195,000, consistent with other department directors appointed by the Mayor. The City also offers a generous benefits package. For further information, click [here](#).





## How to Apply

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To be considered, candidates must submit a compelling cover letter and a comprehensive resume via email to [apply@ralphandersen.com](mailto:apply@ralphandersen.com). Candidates are encouraged to **apply immediately**. References will not be contacted until mutual interest has been established.

If you have questions or would like to discuss the opportunity further, please call Heather Renschler, Project Director, at (916) 630-4900. Confidential inquiries are strongly encouraged. To schedule an introductory discussion with the Project Director, email [scheduling@ralphandersen.com](mailto:scheduling@ralphandersen.com).

For more information about the City of Albuquerque, New Mexico visit [www.cabq.gov](http://www.cabq.gov).

***The City of Albuquerque is an equal opportunity employer. We support diversity and are committed to creating an inclusive environment for employees.***