

<https://ssirecruiting.com/job/director-of-engineering/>

Director of Engineering

Job Location

Birmingham, Alabama

Description

Highlands College, a Christ-centered institution dedicated to developing leaders for ministry and the marketplace, is seeking an experienced Director of Engineering to oversee all facilities, engineering, and maintenance operations across its 70-acre campus.

This role is responsible for the performance and upkeep of eight buildings, campus infrastructure, central plant systems, three dormitories, and a parking garage. The Director will ensure a safe, efficient, and well-maintained environment while supporting the College's mission and standards of excellence.

Key Responsibilities

- Lead all engineering, maintenance, and facilities operations across campus
- Oversee preventive maintenance programs for buildings, MEP systems, and infrastructure
- Manage day-to-day operations of dormitories, academic buildings, and parking structures
- Ensure compliance with all safety codes, inspections, and regulatory requirements
- Develop and manage departmental budgets, capital projects, and long-term maintenance planning
- Supervise vendors, contractors, and service providers
- Implement energy management and sustainability initiatives
- Respond to emergencies and ensure operational continuity
- Recruit, train, and develop a high-performing engineering and maintenance team
- Uphold and model the College's mission, values, and culture of servant leadership

Qualifications

- 7-10+ years of progressive facilities/engineering leadership experience managing multi-building campuses, resorts, hospitals, or similar complex environments
- Strong knowledge of HVAC, electrical, plumbing, and building systems
- Proven experience with capital projects and budget management
- Excellent leadership, communication, and organizational skills
- Relevant certifications or technical degree preferred
- Ability to align with a Christ-centered mission and culture

Work Environment

- =70-acre campus with multiple facilities and infrastructure systems
- =On-call availability for emergencies
- Collaborative, mission-driven culture