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# SCOT CUTHBERTSON

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 | shcuthbertson@gmail.com

April 9, 2025

Palm Beach County

RE: County Administrator

To whom it may concern,

I'm reaching out to apply for your County Administrator opportunity. I've spent my career in city, county, state, and federal leadership roles, and this position reflects the kind of public impact I've always been drawn to. I believe local government is where leadership meets everyday life, and I'm proud to have helped public teams succeed in some of the most visible work out there.

From infrastructure and operations to safety and emergency response, I've built a track record of leading large teams, solving challenging problems, and earning the trust of stakeholders across all levels. Here are a few examples of what I've done that directly connect to the needs of your community:

- **Oversight of Public Works & County Operations at El Paso County:** I led 250+ staff, managed a multi-location public works system, and oversaw a \$100M+ department with fleet, road, and facility operations. This level of responsibility directly translates to managing the people, budgets, and systems that power county government.
- **Emergency & Safety Leadership at the City of Aurora and U.S. Military:** I managed armed security contracts, built citywide security policies, and led incident response. My military and National Guard background adds depth most public executives don't have and gives me real experience coordinating with police, schools, and state/federal agencies.
- **Statewide Infrastructure & Interagency Work at Colorado DOT:** I was responsible for 3,000 staff, a \$1.2B operating budget, and major recovery and modernization projects. These roles required collaboration across departments and jurisdictions: just like county or municipal executive leadership
- **Public-Facing Roles and Trusted Communication with Elected Officials:** I've represented agencies at town halls, led media briefings, and built trust with local and state leaders. I know how to bring transparency to public operations while keeping teams focused and steady under pressure.

Throughout my career, I've helped organizations become more resilient, more efficient, and more connected to the people they serve. I'm excited about the chance to bring that same commitment to your community and your team.

Please feel free to review my attached resume. I'd be happy to connect and learn more about your goals, and how I might help support them.

Best regards,  
Scot Cuthbertson

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# SCOT CUTHBERTSON

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 | [shcuthbertson@gmail.com](mailto:shcuthbertson@gmail.com) | [LinkedIn](#)

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## Career Summary

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I have spent my career running public operations at the city, county, and state levels, leading large teams, critical services, and multi-million dollar budgets that directly impact residents' daily lives. I have worked side-by-side with elected officials, law enforcement, and federal agencies to improve transparency, modernize systems, and deliver results in resource-constrained environments. Whether launching countywide infrastructure programs, transforming public works culture, or managing emergency responses, I know how to lead from the front and navigate the political, operational, and human sides of local government. What makes me stand out is the combination of command-level experience, public service mindset, and trusted leadership in high-pressure environments: exactly what is needed in a County Administrator or City Manager role focused on long-term impact.

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## Professional Experience

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### Senior Project Director AtkinsRéalis

06/2022-Current

In my role as Senior Project Director at AtkinsRéalis, a global consulting and engineering firm, I lead critical safety and facilities work for the City of Aurora, writing citywide security policies, managing three armed contracts, and assessing high-risk buildings. This experience directly aligns with city and county executive roles that require policy development, interagency coordination, and operational decision-making at the municipal level.

- **Facility Management:** Wrote/onboarded 2 citywide security policies adopted across municipal buildings.
- **Regulatory Compliance:** Conducted 17 physical security assessments in high-priority city facilities.
- **Contract Management:** Managed 3 armed security contracts for municipal operations/public access sites.
- **Emergency Management:** Led response operations during multiple serious physical security breaches.
- **Leadership Communication:** Advised city leaders on active incidents/ongoing security improvements.
- **Stakeholder Engagement:** Partnered with Aurora Police, school districts, credit unions, and private security contractors on safety efforts.

### Executive Director

09/2015-02/2021

#### El Paso County Department of Public Works

At El Paso County Public Works, I led day-to-day operations for a \$100M+ department with 250+ staff, 9 locations, and 1,200 vehicles across 4,400 miles of roadway. This experience directly aligns with city and county leadership roles, where managing essential services, transportation, public works, and stakeholder engagement is central to success.

- **Organizational Leadership:** Shifted culture to prioritize efficiency and service under limited funding.
- **Customer Experience:** Improved transparency and greatly raised the quality of resident-facing service delivery.
- **Asset Management:** Headed system rollout and reduced vehicle downtime by 25% and repair costs by 30%.
- **Process Improvement:** Modernized snow operations to reduce hazards /improve plow response times.
- **Capital Projects:** Led paving program, launched stormwater division, upgraded survey operations via tech/training.
- **Infrastructure Planning:** Led multi-agency transportation improvements (CDOT/MAMSIP project partnerships).
- **Community Relations:** Represented the county at public events, town halls, and in local media outreach.
- **Stakeholder Engagement:** Collaborated w/ CDOT, law enforcement, city leaders, developers, neighborhood groups.

### Chief Operating Officer (COO) | Deputy Executive Director Colorado Department of Transportation

08/2013-06/2015

At CDOT, Colorado's statewide transportation agency, I managed operations for 3,000 employees and 250+ locations with a \$1.2B budget, leading modernization of maintenance and emergency response systems. This background directly prepares me to serve as a County Administrator or City Manager where strategic oversight of core services, capital planning, and public infrastructure is key.

- **Infrastructure Planning:** Directed statewide modernization of highway maintenance systems and fleet operations.
- **Capital Projects:** Led recovery of 250 miles of flood-damaged highway in under 90 days.
- **Transportation Planning:** Restructured department to improve leadership and team coordination.

### Assistant Deputy Commanding General

03/2009-06/2013

#### U.S. Army Space and Missile Defense Command

In this global command role for the U.S. Army, I oversaw operations across 17 countries at the strategic, operational, and tactical levels while managing mission-critical support systems. This foundation enables me to lead airport operations with strength in federal partnerships, emergency preparedness, and global-scale coordination.

- **Personnel Development:** Built HR practices supporting a 5,000-person command of permanent and temp staff.
- **Performance Metrics:** Streamlined internal operations, increasing support function efficiency by 25%.
- **Federal Partnerships:** Coordinated with federal, joint, unified commands on mission-critical operations/readiness.
- **Facility Management:** Directed safety, emergency actions, and operations across a global network of facilities.

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### Additional Work Experience

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- **Missile Defense Crew Director: 100th Missile Defense Brigade | Colorado Army National Guard (2008-2009):** Led real-time defense operations and crew readiness in response to national security threats, supporting U.S. Northern Command, the Secretary of Defense, and the President.
- **Deputy Director: Domestic Operations | Colorado Army National Guard (2006-2008):** Directed disaster response and infrastructure risk planning across agencies, including security leadership for the Democratic National Convention Joint Task Force.
- **Commander | 193rd Space Support Battalion | Colorado Army National Guard (2001-2006):** Built and led a 300-person unit from the ground up, coordinating national disaster deployments and multi-agency operations including support during Hurricane Katrina.

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### Education, Certifications, & Training

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- **Bachelor of Arts (BA): Political Science** | Providence College | Providence, RI
- **US Army Command and General Staff College** | Fort Leavenworth, KS
- **Space 100, 200, 300** | National Security Space Institute
- **Space Operations Officer Qualification Course** | U.S. Army
- **Field Artillery Officer Basic & Advanced Course** | U.S. Army
- **JTF State Staff Course** | U.S. Army
- **CPTED Professional Designation**
- **Certified Protection Professional**
- **ICS 100, 200, 700, 800**
- **50+ Specialized Seminars** | Topics in Security, Emergency Management, and Leadership

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### Professional Affiliations & Civic Leadership

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- **Reserve Sheriff's Lieutenant** | El Paso County Sheriff's Office (1996-2015)
- **Board of Directors** | Pikes Peak or Bust Rodeo (2017-2024)
- **Board of Directors** | Goodwill of Colorado (2015-Present)
- **Board of Advisors** | Volunteer Law Enforcement Officers Association (2011-Present)
- **Master Instructor** | TASER International (2003-2015)
- **National Crime Prevention Through Environmental Design Association** | Member
- **ASIS International** | Member
- **Association of the United States Army (AUSA)** | Member
- **Veterans of Foreign Wars (VFW)** | Life Member
- **Pikes Peak Range Riders** | Member
- **Missile Defense Advocacy Alliance** | Member
- **Army Space Professionals Association** | Life Member

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### Skills & Core Strengths

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- **Emergency & Incident Management:** Emergency Management, Leadership Communication, Military Coordination, Community Relations, Federal Partnerships
- **Infrastructure & Operations Oversight:** Infrastructure Planning, Capital Projects, Facility Management, Operational Oversight, Transportation Planning
- **Strategic & Regulatory Leadership:** Strategic Planning, Public Sector Leadership, Stakeholder Engagement, Organizational Leadership, Policy Implementation
- **Performance & Process Improvement:** Performance Metrics, Customer Experience, Process Optimization, Budget Administration
- **Technology & Tools:** MS Office, Go High Level CRM Adaptations