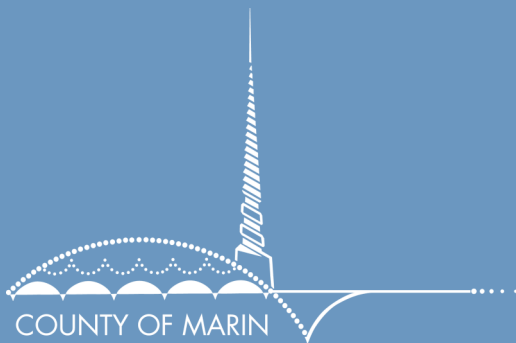




# **SENIOR CIVIL ENGINEER**

## **DEPARTMENT OF PUBLIC WORKS**

### **TRAFFIC & TRANSPORTATION PLANNING DIVISION**



[marincounty.org/jobs](https://marincounty.org/jobs)

## THE COMMUNITY

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Marin County is located in the hills northwest of San Francisco across the Golden Gate Bridge and is home to an engaged and culturally diverse community of 260,000. The County enjoys a diversified economic base, including a mix of insurance, medical, pharmaceutical, technology, financial, and retail employers.

Marin is a desirable place to live and is known for its combination of rural and suburban lifestyles, excellent schools, entertainment and recreational activities, and mild, year-round climate. Marin is the home of artists, is the birthplace of mountain biking and Obi Wan Kenobi. Marin is abundant with natural habitat including oak-bay woodlands, redwood groves, savannas, grasslands, and salt marshes. Marin offers outdoor enthusiasts a variety of activities including hiking, mountain biking, camping, golf, horseback riding, sail boarding, surfing, fishing, boating, kayaking, canoeing, etc.



Marin's location in the Bay Area offers next-door access to the vineyards of Napa and Sonoma Counties, a majestic coastline, the enjoyment of all that San Francisco offers. The Marin County Civic Center is a renowned architectural gem and complete campus designed by Frank Lloyd Wright, "the greatest American Architect of All Time."

## THE COUNTY

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Marin County is a General Law County governed by five members of the Board of Supervisors. The County has approximately 2400 positions allocated between its 22 agencies and has an operating budget of approximately \$716M (FY 22/23). The majority of the workforce is represented by nine labor unions and covered under 12 collective bargaining agreements. The Board's priorities for the future include (1) investing in County infrastructure, (2) preserving affordable housing and housing first, (3) addressing climate change, (4) improving disaster preparedness, and (5) prioritizing racial equity.

This diverse organization strives to uphold a set of core values: respect, trust, integrity, diversity, equality, excellence, accountability, innovation, and collaboration. These values help to maintain and enhance public trust and help achieve high quality service outcomes. The County is committed to be a well-managed organization that relies on the talents of its workforce to succeed.





## THE DEPARTMENT OF PUBLIC WORKS

The mission of the Marin County Department of Public Works is to provide the community with quality services, maintain and improve public infrastructure and facilities, and support the preservation of Marin's unsurpassed beauty.

The Department of Public Works consists of 21 Divisions, which administer a variety of programs including capital improvement, disability access, and engineering projects; maintenance of county roads and buildings, communications facilities, and vehicles; flood control, watershed planning, land development, and permitting; as well as general service functions such as accounting and administration. Due to the topography of the region, flood control is of critical importance and the Director acting as the District Engineer is often involved in the multiple flood control districts that exist county-wide. Additionally, the Department also provides the county-wide purchasing function.

## THE POSITION

The Senior Civil Engineer (SCE) will manage staff in the completion of multifaceted projects under a variety of technical work programs and will take an active role in performance management, coaching and staff/team development. The SCE may be responsible for managing consultant contract services and managing construction contracts. The SCE may also be directly responsible for managing complex projects individually with support from staff or contract services.



The work programs in the Traffic & Transportation Planning Division include, but are not limited to the following:

**Service Requests** – Staff respond to inquiries requesting investigation and action into a traffic-related concern, such as speeding, need for crosswalks, signage, and other safety-related requests. Outcomes include development of recommended treatments and preparation of work orders.

**Collision Analysis** – Staff reviews collision reports generated by the California Highway Patrol for issues related to insurance and damages claims as well as identification of potential safety improvements.

**Speed Surveys and Certifications** – Conduct Engineering and Traffic Surveys to set roadway speed limits. Speed and vehicle count data are collected to evaluate traffic patterns and identify potential safety issues.

**Collision Database** – Implementation of a collision database to efficiently track/analyze collision data to better identify areas of concern, prioritize improvements, & set action items.

**Grants** – The County regularly applies for grants on roadway safety improvements that are used for guardrails, pedestrian flashing beacons (RRFB's), high-friction pavement treatments, and signage.

**Traffic Signal Management** – Staff coordinates signal timing programs and updates, including responding to citizen concerns related to signal function.

**Corridor and Intersection Studies** – Studies to improve traffic and safety conditions on various corridors and intersections provide a basis to seek construction funds.

**Local Road Safety Plan/Vision Zero** – In partnership with the Transportation Authority of Marin, the LRSP is being updated to identify/prioritize current target areas and maintain eligibility for grant funds to address those targeted concerns.

**Plan Review** – Staff reviews development proposals and projects from other divisions and departments, including DPW -Land Development, DPW-Engineering, and County Parks. Review includes multimodal policy compliance, conformance to adopted traffic engineering standards, and general design input.



## OUR HIGHLY QUALIFIED CANDIDATE

- Manages complex civil engineering projects including project resources, staff and consultants, and delivers project outcomes on schedule and on budget.
- Provides clear interpretation of civil engineering regulations and policies and maintains successful working relationships with governmental boards, commissions and members of the general public.
- Possesses strong writing skills with experience preparing a variety of departmental contracts, correspondences, and reports including board letters, statistical reports and project recommendations.
- Exhibits excellent interpersonal skills with the ability to work with a variety of levels in the department, thrive in a team environment, and have strong leadership skills.
- Fosters collaboration, motivates staff, further develops staff knowledge and strengthens employee performance.
- Acts as a positive role model for staff and demonstrates the ability to effectively communicate in individual and group settings.
- Promotes innovation, builds support, and seeks to better our community.
- Has design experience including intersection and roadway design, traffic signal phasing and sequencing, and implementation of modern roadway treatments.

## REQUIRED EDUCATION AND EXPERIENCE

Four (4) years of increasingly responsible professional engineering experience. At least one (1) year must have included functioning in a supervisory capacity or managing a project that included directing the work of project staff.

## REQUIRED LICENSES AND CERTIFICATIONS

Registration as a Civil Engineer issued by the California State Board of Registration for Civil and Professional Engineers.

# COMPENSATION & BENEFITS

The salary for this position is **\$128,128 - \$155,771 per year**, depending on qualifications, along with a Signing Bonus of \$10,000. Cost of living adjustments are effective the first full pay periods of July 2023 and July 2024.

Our County provides up to 41 (forty-one) paid days off among its leaves offerings for first year hires.

The County of Marin offers a full benefits package including Medical, Dental, Vision, Pension/Retirement, deferred compensation, and flexible spending accounts. Retirement is offered through Marin County Employees' Retirement Association (MCERA) at [www.mcera.org](http://www.mcera.org). County of Marin employees do not contribute to Social Security.

For additional information about benefits, please visit: <http://www.marincounty.org/depts/hr/divisions/benefits>.



# APPLICATION AND SELECTION PROCEDURE

To be considered for this exceptional career opportunity, [apply online](http://www.marincounty.org/jobs) at [www.marincounty.org/jobs](http://www.marincounty.org/jobs):

Depending on the number of qualified candidates, the testing process may consist of a highly qualified review, supplemental application screening, online assessment, written examination, oral examination or any combination to determine which candidate's names will be placed on the eligible list.

**1st Round selection interviews via Zoom will be held on  
Thursday, June 15th, 2023.**

**2nd Round selection interviews will be held in-person on  
Wednesday, June 21st, 2023.**

**Questions?** Contact us by email: [jobs@marincounty.org](mailto:jobs@marincounty.org) or phone: **415.473.2126 (CRS Dial 711)**

## Equal Employment Opportunity Employer

The County of Marin is committed to diversity and invites all qualified people to apply, including persons of color, women, and individuals with disabilities. Upon request, reasonable accommodation may be made for persons with disabilities and for religious reasons, where necessary. If you have questions regarding equal employment opportunities or the position announcement, please contact the Human Resources Department at (415) 473-6104 or TTY use 711 for CRS.