



PRINCIPAL CIVIL ENGINEER— TRANSPORTATION PLANNING & TRAFFIC OPERATIONS

DEPARTMENT OF PUBLIC WORKS - County of Marin, CA

SALARY: \$134,638–\$165,339 Annually, DOQ/DOE

THE COUNTY OF MARIN SEEKS A PRINCIPAL CIVIL ENGINEER to lead their Transportation Planning and Traffic Operations Division. We are looking for an engaging leader who combines their engineering technical knowledge with strong leadership and interpersonal skills. Highly qualified candidates for this position will have a background in traffic engineering and be a registered Civil Engineer with the State of California (registration as a Traffic Engineer highly desirable). The Division is a service-oriented workgroup which oversees development of transportation plans, manages transportation programs, traffic signal operations, and manages traffic safety initiatives for the county-maintained roadway system. It consists of seven staff and has a \$1.4 million operating budget. This position is part of the Department's executive team and will promote a culture that inspires creative thinking, engagement, collaboration, inclusion, equity and supports work-life balance. deal candidates will be effective decision makers, resourceful, customer service focused, responsive (to internal and external customers), have a high level of emotional intelligence, and able to demonstrate effective communication skills.





THE COMMUNITY

Marin County, California, is a special place and home to a community with over 260,000 engaged and culturally diverse residents. Marin is located in the North Bay across the Golden Gate Bridge from San Francisco and next-door to the vineyards of Napa and Sonoma Counties. 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, and includes the incorporated cities of Belvedere, Corte Madera, Fairfax, Larkspur, Mill Valley, Novato, Ross, San Anselmo, San Rafael, Sausalito, and Tiburon. Marin is abundant with natural habitat including oak-bay woodlands, savannas, grasslands, and salt marshes. Outdoor recreation in Marin County includes whale migration and bird watching, garden tours, golf, hiking, running, mountain biking, horseback riding, sail boarding, surfing, fishing, boating, kayaking, canoeing, etc.





THE COUNTY

Marin County is a General Law County. The County is governed by a five (5) member Board of Supervisors, each of whom represents one of the five voting districts in the County. The County employs approximately 2,200 employees in its 22 agencies and has an operating budget of approximately \$620 million (FY20/21). The County is committed to being a well-managed organization that relies on the talents of its workforce to succeed. This diverse organization strives to uphold a set of core values: respect, integrity, diversity, equity, inclusion, excellence, innovation, and collaboration. The County's mission is to provide excellent services that support healthy, safe and sustainable communities; preserve Marin's unique environmental heritage; and encourage meaningful participation in the governance of the County by all.



IDEAL CANDIDATE PROFILE

The ideal candidate will work cross-departmentally with other leaders in the County and communities and use their technical expertise and interpersonal skills to meet the goals and objectives of the department and County. You will use your strengths in these areas to address a wide variety of county and city issues. The incumbent will be customer service minded, responsive, an interdepartmental collaborator, an excellent project manager, and a mentor to others.

Our Ideal Candidate will...

- Be a skilled **decision-maker** with the ability to maintain an organization-wide perspective on programs and practices that improve and enhance service delivery to customers and the community.
- Communicate and **collaborate** within the organization and with external stakeholders, partners, and residents.
- **Exercise leadership** responsibility, initiative, ingenuity, independent analysis and judgment in solving highly complex technical and administrative issues in the execution and delivery of programs and services to Marin County residents.
- **Establish and maintain effective working relationships** with Marin County administrators and department heads, staff, elected officials, city managers, commissioners and community-representatives.
- Demonstrate **transparency**, strong work ethics, and integrity.

BRING LEADERSHIP / COMMUNICATIONS / CUSTOMER SERVICE KNOWLEDGE TO...

- Advance an organizational culture that promotes diversity, equity, inclusion and attracts/retains top talent.
- Be a transformational thinker and bring creative solutions to decision makers.
- Be adept and comfortable delivering presentations in a public forum.

HAVE TECHNICAL AND BUSINESS ACUMEN / ADMINISTRATION / OPERATIONS EXPERIENCE TO...

- Adeptly oversee an administrative budget, operational programs, and staff. Oversee contracts, vendor relationships, projects, quality and project timelines.
- Understand and advise on engineering, and local, state and federal codes, laws and mandates.
- Be a licensed Civil Engineer (PE) in the State of California, or if currently licensed in another state be able and willing to obtain a California Professional Civil Engineer's License within 12 months of hire.

EDUCATION STANDARDS

In addition to the above ideal candidate competencies, candidates shall have:

- Five years of increasingly responsible professional engineering experience which includes two years at a supervisory level.
- **Be Registered as a Civil Engineer** issued by the California State Board of Registration for Civil and Professional Engineers

Highly Desirable:

- **Registration as a Traffic Engineer** in the State of California—If you are registered as a Traffic Engineer in another state, the CA Board for Professional Engineers, Land Surveyors and Geologists has a form of reciprocity called Comity to fast-track the registration process.
- Experience overseeing comprehensive transportation projects within a public sector organization.



COMPENSATION & BENEFITS

SALARY: \$134,638 – \$165,339 Annually DOE/DOQ. Salary is supplemented by a generous benefit program that includes the following elements:

RETIREMENT: The County pays the employer contribution to MCERA, a 1937 Act defined benefit retirement plan, which is reciprocal with other 1937 Act county retirement systems, CalPERS and systems with CalPERS reciprocity. The County does not participate in Social Security except for a mandatory Medicare contribution.

INSURANCE: Cafeteria-style benefits plan that allows employees to choose from a variety of health, dental, vision, life, and long-term disability insurance plans.

HOLIDAYS: 11 paid holidays annually.

LEAVE ALLOWANCES: Generous leave package including management, personal, and sick leave benefits.

WELLNESS: Employee-dedicated fitness room and health and wellness deals and discounts from local businesses.

DEFERRED COMPENSATION: The County offers a choice of tax deferred 457 plans to which employees may contribute in order to enhance their retirement.

For additional information about County benefits, visit: www.marincounty.org/depts/hr/divisions/benefits



HOW TO APPLY

To be considered for this exceptional career opportunity, interested candidates are ***strongly encouraged to apply by 4:00pm, March 15, 2021*** for first consideration. The recruitment may remain open and continuous until filled.

Apply at the County's website: marincounty.org/jobs

Questions?

Contact Colleen Beck by email: cbeck@marincounty.org or phone: 415.342.2351

