



PRINCIPAL CIVIL ENGINEER— TRANSPORTATION OPERATIONS

PUBLIC WORKS DEPARTMENT County of Marin, CA

SALARY: \$131,352–\$161,304 Annually, DOQ/DOE

THE COUNTY OF MARIN SEEKS A PRINCIPAL CIVIL ENGINEER (PRINCIPAL ENGINEER) to head their Transportation and Traffic Operations Division. We are looking for an engaging leader who combines their engineering technical knowhow, with strong leadership and interpersonal skills. This is a senior leadership position within the Public Works Department and will lead the Transportation Services Division. Highly qualified candidates for this Principal Engineer will have a background in traffic engineering to manage projects from inception to completion, and be a registered Civil Engineer (PE) with the State of California. You will also have a strong background overseeing complex traffic engineering projects that include collaborating across multiple County departments and divisions, and across city jurisdictions within the County of Marin. Ideal 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 \$630 million (FY19/20). 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, 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.





THE JOB & DIVISION

The Transportation Division is a service-oriented division with a broad client base including support from several divisions in Public Works. The division oversees development of transportation plans, manages transportation programs, traffic signal operations, and manages traffic safety initiatives for the county-maintained roadway system.

The Principal Engineer is the head, or Chief over the Transportation Services Division and implements complex programs of extremely broad scope that are characterized by highly difficult and sensitive public, engineering, and technical issues. The Principal Engineer is expected to exercise initiative, judgement, and administrative expertise; including taking an active role in performance management, coaching and development of the division team. This is an at-will position that oversees seven staff and contributes to the department budget, and oversight of a \$1.4 million division operational budget, plus additional special funds and projects as needed. This position is part of the Department's executive team and will promote a culture that inspires creative thinking, engagement, collaboration, and supports work-life balance.



The selected candidate will have fantastic career opportunities, such as leading traffic and travel safety efforts for the County of Marin, including coordinating that work with all eleven incorporated cities. The Department just led a countywide Strategic Safety Assessment Report in partnership with the cities and towns, and created the **Marin County Travel Safety Plan** (to view the plan click this link, or go to www.marincounty.org/userdata/dpw/Marin%20County%20Travel%20Safety%20Plan%20-%20Final%20Report.pdf).

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.
- **Demonstrate quick and clear-thinking**, calm under pressure, tactful, patient and demonstrates emotional intelligence and a sympathetic and objective understanding of department issues as they affect a diverse community.
- **Establish and maintain effective working relationships** with Marin County administrators and department heads, staff, elected officials, city managers, commissioners and community-representatives.
- Successfully **lead, delegate to, and empower** a dynamic and talented staff.
- Be self-directed, motivated, detail oriented and flexible.
- Demonstrate transparency, strong work ethics, and integrity.

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

- Advance an organizational culture that attracts and retains top talent.
- Be a transformational thinker and bring creative solutions to decision makers.
- Use effective communication skills and demonstrate political savvy.
- Be adept and comfortable delivering presentations in a public forum.
- Promote a customer oriented approach towards meeting client needs.

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

- Adeptly oversee an administrative budget, operational programs, and staff.
- Facilitate plans and align staff actions to achieve desired outcomes.
- 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 provides the knowledge and skill requirements.
- **Be Registered as a Civil Engineer** issued by the California State Board of Registration for Civil and Professional Engineers
- Ability to obtain a valid California Driver's License upon hire.

Preferred:

- **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: \$131,352 – \$161,304 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

This position is open and continuous until filled. To be considered for this exceptional career opportunity, interested candidates are ***strongly encouraged to apply early*** for first consideration.

Apply at the County's website: marincounty.org/jobs —we are using an abbreviated application, which should take approximately 15 minutes to complete!

IMPORTANT: Your submission must include a resume (and preferably a cover letter) that addresses the competencies and technical skills described in the ideal candidate profile herein.

Questions?

Contact Colleen Beck by email: cbeck@marincounty.org or phone: **415.473.6185**

