



* \$10K SIGNING BONUSES AVAILABLE FOR BOTH POSITIONS *

DEPARTMENT OF PUBLIC WORKS | ENGINEERING DIVISION

SENIOR CIVIL ENGINEER + CIVIL ENGINEER

COUNTY OF MARIN / SAN RAFAEL, CALIFORNIA

SENIOR CIVIL ENGINEER: \$131,976–\$160,451 DOE/DOQ

CIVIL ENGINEER: \$118,206–\$143,686 DOE/DOQ

The County of Marin seeks **TWO** engineering professionals for its Public Works Department—a Senior Civil Engineer and a Civil Engineer.

THE SENIOR CIVIL ENGINEER has a supervisory role overseeing large and complex infrastructure projects, budgets, and three to four team members. In this position, you will be responsible for developing project plans, specifications, and estimates while serving as a resource to direct reporting staff and overseeing work prepared by consultants.

THE CIVIL ENGINEER will champion important projects from design to completion. Under the direct supervision of the Senior Civil Engineer, you will work collaboratively with in-house and external consultant teams.

Both positions offer vast opportunities to explore your areas of interest as you build your career. The ideal candidates for both positions are technically skilled, organized, and highly communicative. As one of the largest Public Works Departments in the North Bay Area, the County of Marin has an excellent reputation as an employer and a proven track record as a financially sound organization. *Come build your career while building our community's infrastructure—apply today!*

THE COMMUNITY

MARIN COUNTY, CALIFORNIA, IS A COASTAL REGION just across the Golden Gate Bridge from San Francisco and adjacent to the picturesque vineyards of Napa and Sonoma Counties. Marin County is a highly desirable place to live with easy city access, beautiful beaches, award-winning schools, and family-friendly recreation activities. The area is home to a community of 260k engaged and culturally diverse residents. The County includes the incorporated cities of Belvedere, Corte Madera, Fairfax, Larkspur, Mill Valley, Novato, Ross, San Anselmo, San Rafael, Sausalito, and Tiburon. Outdoor enthusiasts can explore the County's 34 protected natural reserves and access to well-maintained picnic areas, playgrounds, athletic fields, dog parks, and walking trails. The County is also home to 10 popular farmer's markets, with plenty of access to fresh and organic local produce and goods. Marin County is a very special place, and residents can explore a range of fun and engaging cultural activities for their education and enjoyment.



THE COUNTY

MARIN COUNTY IS A GENERAL LAW COUNTY. The County is governed by five members of the 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. This diverse organization strives to uphold a set of core values: respect, integrity, diversity, excellence, innovation, and collaboration. The Marin County Civic Center is conveniently located off of Highway 101 in San Rafael, California (near Highway 37 and Interstate 580) and is walking distance from the Marin Civic Center SMART Train station.

THE DEPARTMENT

THE DEPARTMENT OF PUBLIC WORKS MAINTAINS AND IMPROVES public infrastructure and facilities and supports the preservation of Marin's unsurpassed beauty. The Department has 21 divisions and over 250 full-time employees providing a broad range of services to the community, including the design, construction, and maintenance of over 420 miles of roads and 60 bridges; management of waste franchises; floodplain administration; traffic engineering and operations; building maintenance and improvement projects; printing services and procurement; fleet and radio communications maintenance; airport management; and other general government administration services. **More information is available here.**

[CLICK LINK](#)



THE DIVISION

THE ENGINEERING DIVISION CONSISTS OF 18 talented engineers, surveyors, and administrative professionals who are responsible for administering and implementing civil engineering projects related to roads, bridges, retaining walls, and drainage facilities within the County. The Division also provides land surveying services, manages public assistance programs for sidewalks and private road and drainage repairs, and consults with other County departments for engineering and project delivery guidance. The Division has an annual operating budget of approximately \$3M and is responsible for a capital program of \$20-25M per year. Some examples of current Engineering Division projects are:

- ▶ Bolinas Road Slide Repairs at Mileposts 1.16 and 1.34
- ▶ Panoramic Highway Retaining Wall Construction and Guardrail Replacement
- ▶ San Geronimo Area Pavement Resurfacing
- ▶ Mountain View Avenue Bridge Replacement
- ▶ West Novato Area Pavement Resurfacing and Curb Ramp Replacement
- ▶ Panoramic Highway High-Friction Surface Treatment

THE JOBS+ IDEAL CANDIDATES

THERE ARE ABUNDANT PROFESSIONAL growth and upward mobility opportunities associated with these hands-on roles leading large and complex projects, creative problem-solving, and engaging with the community and external agencies. Candidates with design and project management backgrounds—particularly with drainage, pavement, retaining walls, bridge replacements, and accessibility projects—are highly desired for both positions.

The ideal candidates for both positions will have experience with...

- ▶ Principles and practices of civil engineering design and project management.
- ▶ Local government policies and procedures.
- ▶ Consultant service contract management.
- ▶ AutoCAD, Civil 3D, or other engineering design software.
- ▶ CEQA/NEPA, Caltrans Local Assistance procedures, Caltrans Encroachment Permits, and the California Public Contracting Code.
- ▶ Development of technical reports, feasibility studies, and environmental assessments.

SENIOR CIVIL ENGINEER

The Senior Civil Engineer manages the more complex civil engineering projects, serves in a supervisory role, coordinates multiple projects with other departments and stakeholders, and oversees other engineering programs. The Senior Civil Engineer is responsible for a variety of civil engineering work in connection with the design, surveying, testing of materials and construction of public works projects. This position will be responsible for providing technical direction to both the in-house team and external consultants and will oversee data collection, preparation of design plans and statistical reports, cost estimates, contracts and agreements, and presentation of projects and recommendations to management and elected officials. The Senior Civil Engineer will ensure project and program compliance with County, State, and Federal regulations. Ideal candidates will have experience with federal grant-funded projects administered through the Caltrans Division of Local Assistance. This leader will also have excellent written and verbal communication skills and will be an inclusive, engaging, and motivational team member.

CIVIL ENGINEER

The Civil Engineer is the first level of the professional engineer series at the County and takes an active role as a project manager of civil engineering projects. This role is tasked with delivering multiple projects concurrently, overseeing project budgets and schedules, coordinating with stakeholders, preparing and presenting project updates, and providing technical direction to both in-house staff and consultants. This is an ideal position for a public works professional to get great exposure on a wide variety of projects to build a career in a collaborative and supportive work environment. If you are excited about leading special projects that improve the quality of life for a community, this is the role for you!

MINIMUM QUALIFICATIONS

SENIOR CIVIL ENGINEER

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

Experience: Four years of increasingly responsible professional engineering experience. At least one year of the required professional experience must have included functioning in a supervisory capacity of managing a project that included directing the work of project staff.

CIVIL ENGINEER

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

Experience: Three years of increasingly responsible professional engineering experience, which includes functioning in a leadership capacity.



ENGINEERING DIVISION PROJECTS

ROAD AND BRIDGE REHABILITATION PROGRAM. Targets \$10M-\$12M in resurfacing work each year. Currently, there are five bridges planned for replacement under the federally funded Highway Bridge Program.

BICYCLE, PEDESTRIAN, AND PUBLIC RIGHT-OF-WAY ACCESSIBILITY PROGRAMS. Ensures that improvements to all modes of travel are considered when designing and constructing projects under these programs.

EMERGENCY STORM DAMAGE. Assists with the stabilization of affected hillsides and roadways when storm damage occurs. Involves emergency contracting for immediate repairs.

CONSTRUCTION MANAGEMENT. Provides construction management services for a variety of projects under other Public Works divisions (Traffic, Transportation, Flood Control, etc.) or in support of other County Departments, or for outside agencies.

SALARY+BENEFITS

ANNUAL SENIOR CIVIL ENGINEER SALARY:
\$131,976–\$160,451 DOE/DOQ.

ANNUAL CIVIL ENGINEER SALARY:
\$118,206–\$143,686 DOE/DOQ.

Both positions are not exempt from the overtime provisions of the Fair Labor Standards Act and will be compensated at one- and one-half times the base rate of pay for approved hours worked beyond their regular 40-hour work week. Both positions also qualify for a 2% job-related license differential pay.

Both positions will also receive [generous benefits packages](#), which include: [CLICK LINK](#)

RETIREMENT. The County pays the employer contribution to Marin County Employees' Retirement Association (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.

HOLIDAYS. 12 paid holidays annually.

INSURANCE. The County of Marin offers a robust benefits package that includes an allowance that can be used to purchase health benefits including medical, dental, and vision as well as life and long-term disability insurance.

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

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

IRS 457 PLAN. The County offers a choice of pre-tax or post-tax (Roth) employee contribution up to the IRS annual maximum.

TRANSPORTATION BENEFITS. Up to \$260 per month of pre-tax dollars to purchase transit passes.



HOW TO APPLY

For first consideration, **apply ASAP** at:



WBCP JOB BOARD

SECURE THE DATES. Qualified candidates will be interviewed as they apply. Virtual interviews will begin on **DECEMBER 11, 2023.**

Please contact your recruiter, Levi Kuhlman, with any questions: levi@wbcpinc.com
866.929.WBCP (9227) toll-free **541.664.0376**

The County of Marin strives for diversity and an inclusive work environment. We are an Equal Opportunity Employer. Minorities, women, and individuals with disabilities are strongly encouraged to apply.