

# CAREER OPPORTUNITY



## DIRECTOR OF ENGINEERING CITY OF ENCINITAS, CALIFORNIA

**ANNUAL SALARY: Up to \$254,822 DOE/DOQ**

**T**he City of Encinitas, California, is seeking a collaborative **Director of Engineering** to oversee the City's capital improvement and traffic engineering programs during an exciting period of community investment. This position offers a unique opportunity to shape critical infrastructure projects in a vibrant coastal city known for its innovation, fiscal stability, and engaged community. Serving as a key member of the City's executive team, the Director leads a talented team of staff and consultants, and coordinates closely with regional agencies, contractors, and the public. They oversee strategic planning and long-term CIP planning, act as an advisor to their technical teams, and ensure projects and plans comply with CEQA/NEPA, California Coastal Commission regulations, and public contract codes. Priority areas include advancing large-scale capital initiatives, enhancing cross-agency collaboration, and balancing internal and consultant resources. The ideal candidate is politically astute, an exceptional communicator, and a proven leader in mentoring staff, fostering innovation, and navigating the challenges of a fast-paced, high-profile environment.

***Lead the future of public infrastructure for the City of Encinitas; apply today!***

# THE COMMUNITY

**L**OATED IN NORTHERN SAN DIEGO COUNTY, ENCINITAS, is a coastal city with approximately 61,000 residents across 20 square miles. Known for its beaches, surf culture, and natural beauty, the city was incorporated in 1986, uniting five communities: New Encinitas, Old Encinitas, Cardiff-by-the-Sea, Olivenhain, and Leucadia. Highlights include world-class surfing, the San Elijo Lagoon Reserve, a thriving flower industry, the San Diego Botanic Garden, and the serene Self Realization Center. Downtown 101 blends historic charm with shops, cafes, dining, and cultural events, while the Encinitas Ranch Golf Course offers spectacular ocean-view recreation. With its Mediterranean climate and vibrant lifestyle, Encinitas is an ideal place to work, live, and explore.



# THE CITY

**T**HE CITY OF ENCINITAS IS A **FISCALLY STRONG ORGANIZATION** with a AAA bond rating, healthy revenues, and a commitment to responsible financial management. Governed by a five-member City Council and led by an appointed City Manager, the City delivers high-quality services while fostering a collaborative, family-oriented culture built on trust, communication, and teamwork. For the 2025-2026 fiscal year, the City operates with a \$140 million budget and 250 full-time staff. Encinitas is proud to be an employer of choice, offering professional development, training, and succession planning, along with employee engagement programs, wellness opportunities like yoga, and strong relationships with its three bargaining units. Employees are encouraged to learn, grow, and thrive while making a meaningful impact in the community.





# THE ENGINEERING DEPARTMENT

**T**HE DEPARTMENT OVERSEES MAJOR CITY infrastructure projects, and is comprised of two divisions: the Capital Improvement Program (CIP) and Traffic Engineering. The Department has an operating budget of \$4.9 million and 18 full-time employees.

## Capital Improvement Program

The CIP Division oversees the City's infrastructure program, including new construction, major rehabilitation, and ongoing initiatives such as pavement management. The Division leads the planning, budgeting and delivery of a project portfolio reaching approximately \$200 million.

## Traffic Engineering

The Traffic Engineering Division recommends and implements policies and projects involving pedestrians, bicycles, and vehicular traffic movement. The Division plans, designs, and implements transportation improvements such as signing and striping, traffic control devices and other projects to provide safe and efficient travel across the city.

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# THE JOB

**R**EPORTING TO THE CITY MANAGER, the Director of Engineering oversees all operations of the Engineering Department, which includes the Capital Improvement Program (CIP) and Traffic Engineering. As a key member of the executive team, this position oversees the long-term planning and budgeting for City infrastructure, ensuring projects and operations align with council priorities. The Director manages an internal staff of 17 as well as consultants and contractors, ensuring high-quality performance while mentoring and developing staff, succession planning, and fostering a culture of collaboration, innovation, and accountability. This role is also highly relational, coordinating closely with other City departments, regional partners, and outside agencies including Caltrans, California Department of Industrial Relations (DIR), North County Transit District (NCTD), the California Coastal Commission, and local utilities. The Director is the ultimate signing authority for projects and plans, and administers contracts to ensure compliance with CEQA/NEPA and public contract codes, prepares and monitors the Department's operating and CIP budgets, and consults with managers and staff on complex technical issues. This role is also a highly visible member of the City's executive leadership, and the Director will frequently make presentations to the City Council, community stakeholder groups, and the public at large.





## THE IDEAL CANDIDATE

**T**HE IDEAL CANDIDATE IS A TECHNICALLY STRONG and highly collaborative engineering leader with expertise in civil, transportation, and traffic engineering, capital project delivery, and regulatory compliance. As coastal communities face a unique set of infrastructure and environmental challenges, strong familiarity with the California Coastal Commission is critical for success in this role, along with other statewide and federal regulatory frameworks such as CEQA, NEPA, and California Public Contract Code. The ideal Director brings a proven ability to manage multiple large, complex infrastructure projects simultaneously, utilizing a mix of internal and contract resources, and ensuring that initiatives are delivered on time and within budget. Combining technical depth with strong project management and analytical skills, the successful candidate is also politically astute and an exceptional communicator. They will confidently present to City Council, engage with the community, and build productive partnerships with regional agencies and stakeholders. With high expectations from the community and a position that is highly visible, the ideal candidate must be able to navigate challenges with resilience, enthusiasm, and adaptability. They will be innovative in developing solutions and demonstrate strong fiscal acumen, capably handling a fast-paced workload while maintaining accountability and focus. Their leadership style is inclusive and resilient, fostering mentorship, professional development, and a positive work environment that strengthens organizational capacity and advances the City's commitment to innovation and excellence.





## MINIMUM QUALIFICATIONS

**Education:** Bachelor's Degree in a related field. Master's Degree is preferred.

**Experience:** Ten (10) years of professional managerial experience, which includes at least five (5) years of supervision. Some public sector management experience is required.

**Licensure:**

- Possession of registration as a Professional Engineer in the State of California.
- Valid California Driver's License.

## UPCOMING PROJECTS & OPPORTUNITIES

In addition to the priorities highlighted below, **CLICK HERE** to see a full list of the City's current projects and initiatives.

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**TRANSPORTATION, UTILITY & CROSSING**

**IMPROVEMENTS.** Collaborative efforts with Caltrans, NCTD, FRA, local utilities, and retail stakeholders to enhance connectivity, infrastructure, and safety.

**REGULATORY ENGAGEMENT.** Coordinate with the California Coastal Commission and Regional Water Quality Control Board to ensure compliance and environmental protection.

**ENERGY INFRASTRUCTURE SUPPORT.** Work with SDG&E on projects related to energy delivery and public infrastructure.

# SALARY & BENEFITS

This position will receive an annual salary of **up to \$254,822 DOE/DOQ, PLUS** an attractive benefits package. Highlighted benefits are below; **click here** for a full benefits summary:

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**RETIREMENT:** City employees are included in the California Public Employees Retirement System (CalPERS).

## **"9/80" WORK SCHEDULE**

**DEFERRED COMPENSATION:** Two voluntary and employee-funded deferred compensation 457 and/or 401(a) plans are offered.

**CAFETERIA HEALTH BENEFITS PLAN:** Qualified benefits include health, dental, vision, dependent care flexible spending account (FSA) and healthcare FSA.

**BASIC LIFE and ACCIDENTAL DEATH & DISMEMBERMENT INSURANCE:** Up to \$150,000.

**SOCIAL SECURITY & MEDICARE:** The City does not participate in the Social Security program. The City and employees each pay 1.45% to Medicare Insurance.

**SICK LEAVE:** New employees are granted a beginning balance of (9) hours. Accrual rate of 9 hours per calendar month. Accrued sick leave carries over from year to year.

## **GENERAL ELECTION LEAVE**

**ADMINISTRATIVE LEAVE:** 80 hours per year.

**VACATION:** Accrual up to 104 hours annually, increasing based on years of service. Credit for related continuous prior public service employment at the rate of one year for every two years worked.

**HOLIDAYS & HOLIDAY CLOSURE:** Employees receive 13 fixed holidays and five floating holidays per fiscal year. Each year, City Hall is closed from Christmas Eve through New Year's Day.

## **PAID ILLNESS AND PARENTAL LEAVE**

**PARENTAL LEAVE:** Qualified employees will be eligible for 12 weeks.

## **SHORT-TERM DISABILITY AND LONG-TERM DISABILITY**

## **EMPLOYEE ASSISTANCE PROGRAM**

**AUTO ALLOWANCE:** \$3,600 annually.

**COMPUTER PURCHASE PROGRAM:** Interest-free loan of up to \$3,000.

**TUITION ASSISTANCE:** Up to \$1,200 in reimbursement per fiscal year.

*\*Benefits are determined by the City Council and are subject to change.*



# HOW TO APPLY

Qualified candidates will be interviewed as they apply. **APPLY ASAP** by submitting your resume (required) and cover letter (encouraged) at:

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## QUESTIONS?

Please contact your recruiter, **Wendi Brown**, with any inquiries:

**wendi@wbcpinc.com**

**866.929.WBCP (9227)** toll free

**541.664.0376** direct