



CAREER OPPORTUNITIES

TWO OPENINGS!

PRINCIPAL CIVIL ENGINEER CIP PRINCIPAL CIVIL ENGINEER TRANSPORTATION & DEVELOPMENT

CITY OF GOLETA, CALIFORNIA

Annual Salary for Each Position: **\$156,222–\$199,383 DOE/DOQ***

**A COLA of up to 4% is scheduled for January 2026.*

**COMPETITIVE SIGN-ON
BONUS AVAILABLE**

THE CITY OF GOLETA, CALIFORNIA, IS SEEKING two motivated and experienced **leaders to serve as Principal Civil Engineers**—one overseeing Capital Improvement Projects (CIP) and the other leading Transportation & Development. These pivotal roles will help deliver exceptional infrastructure and essential public services that enhance the community's quality of life. The **Principal Civil Engineer—CIP** brings experience in capital project delivery, including construction management and oversight. The **Principal Civil Engineer—Transportation & Development** has a strong background in development, traffic engineering, and multimodal transportation. With the proven ability to solve complex challenges and prioritize projects, the Principal Civil Engineers will manage substantial capital and operating budgets, lead and develop high-performing teams, and advance the City's strategic priorities for mobility, safety, sustainability, and community livability. This is an outstanding opportunity to make a lasting impact in one of California's coastal communities during a period of growth, investment, and transformation. ***If you're interested in developing and maintaining operational excellence and innovation, apply today!***

The Community

KNOWN AS “THE GOOD LAND,” GOLETA, CALIFORNIA, offers a scenic blend of coastal charm, natural beauty, and innovation. Home to over 32,600 residents across nearly eight square miles, this vibrant city boasts over 500 acres of parks and open space, scenic beaches like Haskell’s Beach, and the seasonal Monarch Butterfly Habitat at Ellwood Mesa. Just north of Santa Barbara and adjacent to the University of California, Santa Barbara, Goleta enjoys a mild Mediterranean climate, abundant outdoor recreation, and family-friendly attractions such as the South Coast Railroad Museum, Lake Los Carneros, and the historical landmark, Stow House. The community is celebrated for its agricultural heritage, including lemons, avocados, and vineyards, while thriving as a hub for high-tech, aerospace, biotech, and environmental sciences. With its proximity to both the ocean and mountains, a strong sense of community, and a balance of tradition and innovation, Goleta offers residents and visitors a high quality of life where they can live, work, and play.



The City

THE CITY OF GOLETA OPERATES UNDER A COUNCIL-MANAGER form of government with a five-member City Council, including a Mayor elected-at-large, and an appointed City Manager who oversees day-to-day operations. The City has an annual budget of \$100 million and 125+ full-time staff and provides a wide range of services to the community, including public works, planning and environmental review, library services, and parks and recreation.

[LEARN MORE ABOUT THE CITY](#)





The Department & Divisions

The Public Works Department is comprised of seven specialized divisions, including Administration, Transportation and Development Engineering, Capital Improvement Program, Parks & Open Space, Street Maintenance, Construction Management, and Environmental Services. These divisions collectively oversee the city's infrastructure and public facilities, from streets and bridges, sidewalks to parks, stormwater, and solid waste. Each staff member is engaged, results-oriented, and passionate about their work. This culture of collaboration, professionalism, and shared purpose fosters a positive work environment and drives the department's commitment to delivering high-quality services to the Goleta community.

The Capital Improvement Program (CIP) Division serves as the strategic engine for identifying, funding, designing, and constructing essential infrastructure projects, including bridges, roads, parks, utilities, and public facilities that enhance the quality of life for residents, businesses, and visitors. **The Transportation and Engineering Development Division** reviews development projects, issues permits, and ensures construction meets City standards. The team manages pavement and sidewalk maintenance, traffic signals, signage, and safety programs, while also addressing community concerns. Through Vision Zero, the section works to improve mobility and reduce traffic-related injuries across Goleta.

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The Positions

THE PRINCIPAL CIVIL ENGINEER—CIP reports to the Assistant Public Works Director and is responsible for administering a \$100 million capital improvement program and managing an operating budget of up to one million. This position oversees a team of four and leads the delivery of complex infrastructure projects from planning and environmental review through design, bidding, and construction. Key responsibilities include directing and reviewing consultant-prepared designs to ensure quality and compliance; overseeing construction activities, field inspections, and contractor performance; preparing and evaluating plans, specifications, grading plans, and maps; negotiating and administering contracts; coordinating with other departments, agencies, and commissions; securing and managing grant funding; and presenting reports and recommendations to the City Council and the community.



THE PRINCIPAL CIVIL ENGINEER—TRANSPORTATION & DEVELOPMENT

reports to the Public Works Director and is responsible for managing an operating budget of up to one million and a team of four, while building and shaping the Transportation and Engineering Development Division. This role oversees multimodal transportation planning, traffic operations, Vision Zero safety initiatives, reviews and approves land development projects, subdivision maps, site plans, and related agreements; and develops and implements new standards, policies, and procedures. Additional responsibilities include preparing and reviewing traffic studies and reports, ensuring compliance with state, federal, and local regulations, and coordinating with internal departments, developers, and regional agencies. The Principal Civil Engineer represents the City through presentations to the City Council, commissions, and community stakeholders. Key areas of focus include traffic signal operations, bicycle and pedestrian accommodations, land use review, surveying, and flooding considerations.

The Ideal Candidates

THE IDEAL CANDIDATES ARE TECHNICALLY PROFICIENT AND VISIONARY leaders who excel at solving complex engineering challenges while serving as trusted partners to City leadership, staff, and the community. The ideal candidate for the **CIP** role has experience in capital project delivery, including design oversight, construction management, and consultant coordination, along with the ability to secure and manage significant grant funding. The ideal candidate for the **Transportation & Development** role possesses a strong background in traffic engineering, multimodal transportation planning, and development review, with a proven ability to establish policies, standards, and procedures that enhance efficiency and safety. Both leaders must be adept at navigating complex regulatory environments, fostering collaboration across departments and agencies, and inspiring high-performing teams. They will set clear priorities, ensure operational excellence, and represent the City with professionalism and integrity in engagements with the City Council, commissions, and the community.



The ideal candidates demonstrate the following core competencies...

Strategic Visioning & Financial

Acumen: Align long-term infrastructure priorities with the City's goals while effectively managing multimillion-dollar capital and operating budgets, securing funding, and ensuring cost-effective project delivery.

Relationship Building & Results

Orientation: Foster trust and collaboration with staff, City leadership, developers, regional partners, and the community to achieve high-quality, timely, and impactful project outcomes.

High Standards: Commit to technical excellence, regulatory compliance, and best practices in engineering, ensuring that all projects meet or exceed safety, quality, and sustainability expectations.

Problem Solving & Prioritization:

Evaluate complex challenges, develop practical solutions, and effectively prioritize resources and projects to address the most critical infrastructure and operational needs.



EMPLOYMENT STANDARDS

BOTH POSITIONS

Any combination of experience and education that would likely provide the required knowledge and abilities is qualifying. A typical way to obtain the knowledge and abilities would be:

Education: Bachelor's degree in engineering from an accredited college or university with major coursework in civil engineering or a related field.

Experience: Five (5) years of increasingly responsible and varied professional engineering experience, including a minimum of two (2) years of experience in a supervisory capacity.

Licenses/Certifications:

- Possession of a valid license as a Registered Civil Engineer issued by the State of California for Professional Engineers, Land Surveyors, and Geologists at the time of hire.
- Possession of a valid Class "C" California driver's license and a satisfactory driving record may be required.

DESIRED

PRINCIPAL CIVIL ENGINEER—TRANSPORTATION & DEVELOPMENT:

Possession of a valid license as a Traffic Engineer issued by the State of California Board for Professional Engineers, Land Surveyors, and Geologists.

UPCOMING PROJECTS & OPPORTUNITIES

The City is currently engaged in significant CIP projects. Below highlights a few initiatives. **Additional project information can be viewed here.**



PROJECT CONNECT. The City of Goleta's largest capital improvement project, a \$107 million investment that includes four roundabouts, a road extension, and the Hollister Avenue Bridge replacement. The project will improve safety, mobility, and stormwater capacity, while strengthening regional connections through close coordination with Caltrans, the City of Santa Barbara, and Santa Barbara County.

SAN JOSE CREEK MULTI-USE PATH PROJECT. A \$49 million investment that will deliver a 3-mile bicycle and pedestrian pathway linking neighborhoods north of US 101 to the San Jose Creek-North Bike Path and the Atascadero Creek Trail (Obern Trail), a segment of the California Coastal Trail. This transformative project will enhance regional connectivity, provide safe and scenic travel options, and expand access to active transportation for the Goleta and Santa Barbara communities.

ARTERIAL AND NEIGHBORHOOD REPAVING PROJECTS. As part of the City's pavement program, the arterial project focuses on pavement rehabilitation to restore roadway structure and extend service life, while the residential project delivers resurfacing to maintain safe and reliable neighborhood streets.



Salary & Benefits

Annual Salary for Each Position:
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**A COLA of up to 4% is scheduled for January 2026.*

PLUS, an attractive benefits package that can be viewed **here**.

CLICK
LINK

Sign-On Bonus: A sign-on bonus equal to 10% of the top step in the salary range, paid in three installments over a three-year period.

ADDITIONAL BENEFITS INFORMATION HERE

CLICK
BUTTON

How to Apply

For first consideration, **APPLY IMMEDIATELY** at:

WBCP JOB BOARD

CLICK
BUTTON

INTERVIEW PROCESS

Interviews will take place on an ongoing basis as ideal candidates are identified.

Please contact your recruiter, Levi Kuhlman, with any inquiries: **levi@wbcpinc.com**
866.929.9227 toll-free | **541.664.0376** direct