



NID

Water for Life

This recruitment is managed by



C A R E E R O P P O R T U N I T Y

O N E O P E N I N G

SENIOR/ASSOCIATE/ASSISTANT ENGINEER

NEVADA IRRIGATION DISTRICT | GRASS VALLEY, CALIFORNIA

Senior Level Annual Salary:
\$131,976–\$168,501 DOE/DOQ

Associate Level Annual Salary:
\$113,630–\$145,101 DOE/DOQ

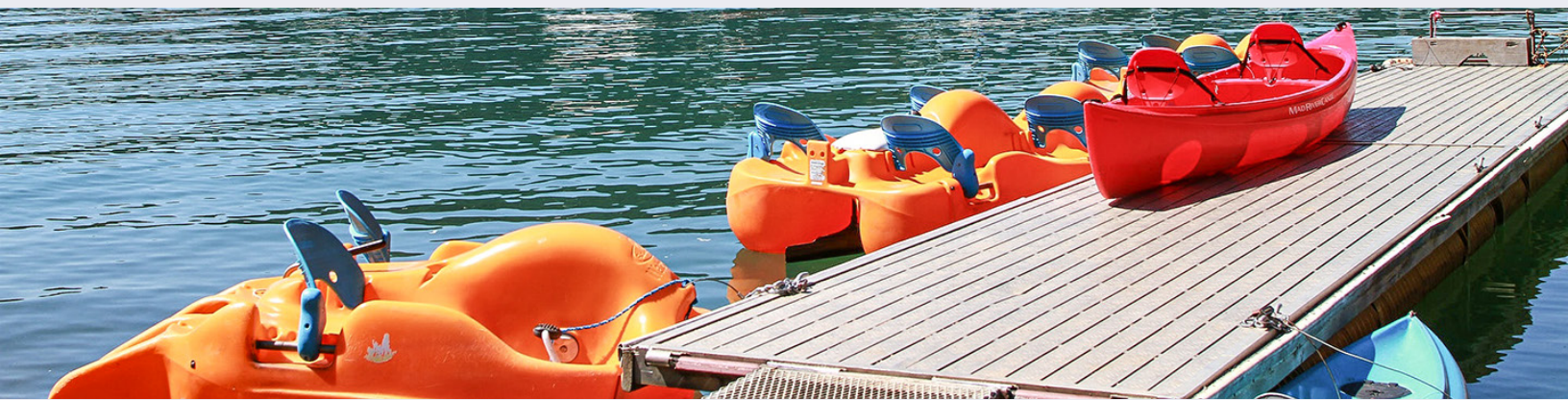
Assistant Level Annual Salary:
\$88,566–\$112,986 DOE/DOQ

THE NEVADA IRRIGATION DISTRICT (NID) IS SEEKING AN ADAPTABLE ENGINEER with strong project management skills to join its Engineering team. The position may be filled at the Senior, Associate, or Assistant Engineer level, depending on the experience and qualifications of the selected candidate. The Engineer will be involved in the planning, design, permitting, and construction oversight of water and hydroelectric projects, coordinating with internal teams as well as external consultants and contractors to ensure projects are delivered on time and within budget. This position offers the opportunity to contribute to NID's diverse portfolio of infrastructure initiatives and ensure the reliability of one of California's largest irrigation districts. The ideal candidate is a collaborative and versatile professional with strong communication, technical expertise, and proven project management abilities needed to build effective working relationships across teams and stakeholders. ***Join NID and engineer solutions that serve the community, apply today!***



THE COMMUNITY

NID HEADQUARTERS IS LOCATED IN SCENIC NEVADA COUNTY, an ideal location for those who crave a peaceful and idyllic lifestyle. The County is home to over 102,000 residents and covers an area of 974 square miles. Surrounded by the stunning Sierra Nevada Mountains, it is a nature lover's paradise, with state parks, lakes, and trails galore for hiking, camping, and fishing. Residents and visitors alike enjoy snow sports at the area's signature ski resorts and snow parks, which make Nevada County a winter wonderland. The region also has a thriving arts and cultural scene with a vibrant community of artists and musicians, galleries, theaters, and performance spaces. The Nevada County Fairgrounds hosts events year-round, including the ever-popular Nevada County Fair and the California Worldfest. Nevada County is a favorite for families seeking a balanced and relaxed environment while experiencing affordable California living!



THE ORGANIZATION

FOR 100 YEARS, **THE NEVADA IRRIGATION DISTRICT** has been reliably delivering high quality water to its customers. What began as an old reservoir and canal system serving gold mines has been transformed into a modern public water system. NID water originates as snowmelt found in 70,000 acres of high elevation watershed near the headwaters of the Yuba River, Bear River and Deer Creek. This water becomes drinking or irrigation water for 25,000 homes, farms, and businesses. The annual result is three billion gallons of high-quality drinking water and enough irrigation water for 30,000 acres of agricultural land.

NID delivers water for power. NID is a leader among Northern California water agencies in the production of clean, renewable hydropower. Our dedicated hydroelectric team operates eight hydroelectric plants and nine miles of overhead powerlines that deliver 87.9 megawatts of clean, renewable energy to the power-grid, enough electricity to power 60,000 homes. NID also manages eight reservoirs in the foothills and Sierra Nevada Mountains that offer recreational opportunities such as hiking, camping, boating, fishing and swimming, works collaboratively to ensure healthy forests and fire safety, and actively improves the resiliency and sustainability of the watershed.

NID is an award-winning special district. NID received the District Transparency Certificate of Excellence from the Special District Leadership Foundation, recognition only granted to 13% of the 2,300 Special Districts in California.

[VIEW THE DISTRICT'S STRATEGIC PLAN](#)

[READ ABOUT HYDROPOWER](#)

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THE DEPARTMENT

THE ENGINEERING DEPARTMENT IS CENTRAL to the reliability, safety, and modernization of the District's water delivery and hydroelectric systems. With a team of 16 professionals, the Department oversees projects ranging from small utility upgrades to multi-million-dollar capital improvements. Staff manages all phases of project delivery such as planning, design, environmental review, permitting, construction, and close-out, while collaborating closely with operations, maintenance, survey, hydroelectric, right-of-way, and encroachment divisions. The team also partners with consultants and contractors to deliver specialized design and construction services, ensuring projects are completed on time and within budget. The Department is recognized for its technical excellence, safety focus, and collaborative approach. Engineers enjoy a balance of office-based design, field inspections, and project oversight, with opportunities to broaden expertise across disciplines. The Department fosters a supportive and collaborative culture that encourages innovation while promoting a healthy work-life balance.

THE JOB

THE ENGINEER PLAYS A KEY ROLE IN DELIVERING NID's diverse portfolio of water and hydroelectric projects, with the position filled at the Senior, Associate, or Assistant Engineer level, depending on qualifications. This role is central to advancing critical infrastructure through comprehensive project management, guiding initiatives through all phases—planning, design, permitting, construction, and close-out—while ensuring adherence to schedule, budget, and safety standards. The Engineer collaborates with a team of subject matter experts, coordinates with internal divisions including operations, maintenance, survey, hydroelectric, right-of-way, and encroachment, and engage external consultants and contractors to provide specialized expertise. At the **Senior Engineer** level, responsibilities include leading the District's most complex initiatives. The **Associate Engineer** level is focused on independently managing projects and serving as a technical leader, while the **Assistant Engineer** level emphasizes developing technical skills and contributing to project delivery under direction.

UPCOMING PROJECTS + OPPORTUNITIES

SPILLWAY REPLACEMENT.

A large-scale dam safety initiative to enhance reliability and resilience of NID's water storage infrastructure.

HYDROELECTRIC GENERATOR PROJECT.

A multi-year effort to upgrade and modernize power generation assets, supporting renewable energy production and system efficiency.

LARGE TRANSFORMER PROCUREMENT. Acquisition and integration of critical electrical infrastructure to strengthen hydroelectric system operations.

PIPELINE AND FIRE SERVICE PROJECTS.

Targeted improvements to water distribution and fire protection systems, ensuring safety, reliability, and service to the community.

MANAGEMENT OF 450 MILES OF CANALS AND RAW WATER SYSTEMS.

Ongoing oversight and maintenance of one of California's largest canal networks, ensuring reliable water delivery across the district.

THE IDEAL CANDIDATE

THE IDEAL CANDIDATE IS A HIGHLY SKILLED and adaptable engineer with a strong foundation in civil engineering and experience in water systems or hydroelectric projects. They bring the technical expertise and organizational strengths necessary to deliver complex infrastructure initiatives, including analyzing engineering challenges, developing practical solutions, and applying sound judgment under regulatory requirements. Success in this role requires strong project management skills, including the ability to oversee multiple projects concurrently and communicate effectively with stakeholders, consultants, and subject matter experts. The successful candidate also demonstrates proficiency in construction management, contract administration, and regulatory compliance.

They are collaborative, communicative, and professional, building consensus, fostering positive relationships, and contributing to a supportive team culture. A versatile engineer with experience across a wide range of projects and levels, they delegate and accept responsibilities with ease, maintaining accountability while fostering trust in their team. The ideal Engineer is flexible, resourceful, and innovative, approaching challenges with humility and professionalism while delivering high-quality results in service to the community. At the senior level, this individual may also contribute to succession planning and mentorship, helping to ensure the department's long-term strength and continuity.



The ideal candidate will have the following core competencies:

Organizing & Planning:

Effectively manages multiple projects concurrently, balancing priorities, coordinating with internal teams and consultants, and ensuring timely, on-budget delivery.

Technical Expertise: Applies strong civil engineering knowledge and experience with water systems and hydroelectric projects to design, oversee, and deliver critical infrastructure.

High Standards: Maintains accountability for quality, safety, and regulatory compliance while fostering excellence in project outcomes and team performance.





MINIMUM QUALIFICATIONS

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

Education (All Position Levels)

Bachelor's degree from an accredited college or university with major course work in engineering or a related field.

Senior Civil Engineer

Experience: Four (4) years of responsible journey experience.

License:

- Possession of a valid certificate of registration as a Professional Civil Engineer issued by the California State Board of Registration for Civil and Professional Engineers within 12 months of hire.
- Valid California driver's license.

Associate Engineer

Experience: Three (3) years of responsible experience

Licenses:

- Possession of a valid certificate of registration as a Professional Civil Engineer issued by the California State Board of Registration for Civil and Professional Engineers within 12 months of hire.
- Valid California driver's license.

Assistant Engineer

Experience (Desired): One (1) year of professional experience.

License:

- Possession of a valid Engineer-in-Training certificate issued from the California Board of Registration for Professional Engineers.
- Valid California driver's license.



SALARY+BENEFITS

Senior Level Annual Salary:
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PLUS an attractive benefits package that includes:

Flexible Work Schedules Available

Medical Insurance: State of California Public Employees Retirement System (CalPERS) health plans.

Dental Insurance: Delta Dental PPO—Employer paid for employees and all eligible dependents.

Vision Insurance: Vision Service Plan (VSP)—Employer paid for employees and all eligible dependents.

Section 125 Flexible Spending Account

Employee Assistance Program (EAP): Confidential service available 24/7 that provides assessment, counseling, and resources to help employees resolve personal issues.

457 Tax Deferred Compensation Plan: Choice of three tax deferred compensation plans.

Life & Disability Insurance

Paid Vacation: 12 days for the first four years; accrues up to 43.75 days.

Sick Leave: Employee shall accrue sick leave at the rate of 3.69 hours per pay period.

Administrative Leave: 64 hours annually (8 days) available for the Senior Engineer position only. The Assistant/Associate level positions do not receive administrative leave.

Holidays: Eleven paid holidays and three floating holidays (24 hours) each year.

Retirement: Benefits are provided by CalPERS. The District currently contracts to provide the 2.0% @ 62 benefit.

Air Ambulance: Available to employees and members living in the employee's household.

[VIEW A COMPREHENSIVE LIST OF NID'S BENEFITS](#)



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HOW *TO* APPLY

For first consideration,
apply by **OCTOBER 22** at:

[WBCP JOB BOARD](#)

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

QUESTIONS? Please contact Shani Pearce, with any inquiries. **541.664.0376** | shani@wbcpinc.com



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