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## CAREER OPPORTUNITIES: THREE OPENINGS

**PRINCIPAL  
ELECTRICAL  
ENGINEER**  
CAPITAL IMPROVEMENTS  
**ANNUAL SALARY: \$198,682–  
\$264,909 DOE/DOQ**

**PRINCIPAL  
ELECTRICAL  
ENGINEER**  
NETWORK PLANNING  
**ANNUAL SALARY: \$198,682–  
\$264,909 DOE/DOQ**

**PRINCIPAL WASTEWATER  
ENGINEER (WASTEWATER  
COLLECTION)**  
DESIGN & CONSTRUCTION  
**ANNUAL SALARY: \$188,406–  
\$251,202 DOE/DOQ**

**T**HE CITY OF PALO ALTO, CALIFORNIA, IS SEEKING THE ABOVE THREE SEASONED ENGINEERS to join its nationally recognized Utilities Department. These roles present a unique opportunity to contribute to critical infrastructure initiatives that directly serve the community. With a collaborative team culture and a commitment to innovation and service excellence, these positions provide a platform to make a lasting impact in a city recognized as a leader in public utilities. The successful candidates will join a forward-thinking organization that values technical expertise, initiative, and cross-departmental engagement. The ideal background will vary by role with candidates bringing strong backgrounds in implementing advanced systems that enhance reliability, sustainability, and customer service; system forecasting and planning; or wastewater design and construction management. By guiding teams, managing capital improvement projects, and fostering collaboration across the city, each Engineer will be instrumental in ensuring Palo Alto's utilities continue to set the standard for innovation, resiliency, and sustainability. ***Lead the Future of Utilities in Palo Alto, apply today!***





# THE COMMUNITY & CITY OF PALO ALTO

**K**KNOWN AS THE “BIRTHPLACE OF SILICON VALLEY,” **PALO ALTO** is home to 68,000 residents across nearly 26 miles of land and water. Located between San Francisco and San Jose, it is a global hub for technology, medicine, and green innovation. With more than half of adults holding graduate degrees, Palo Alto is recognized as one of the most educated and engaged communities, offering premium shopping, dining, healthcare, recreation, and a strong sense of environmental stewardship.

With an FY 2026 budget of \$1.0 billion and 1,110.25 full-time staff, the **City of Palo Alto** provides a full range of services, including police, fire, ambulance, utilities, libraries, parks, community centers, a golf course, airport, zoo, and open space preserves with 41 miles of trails. It is a national leader in sustainability, aiming to cut greenhouse gas emissions 80% below 1990 levels and reach carbon neutrality by 2030.

[CLICK LINK](#)

# THE DEPARTMENT & DIVISIONS

**W**ITH OVER 125 YEARS OF PUBLIC UTILITY OPERATIONS, the **City of Palo Alto Utilities (CPAU)** provides electricity, water, wastewater, natural gas, and fiber optics services to the residents and businesses of the city. Nationally recognized for innovation, reliability, safety, sustainability, and workforce development, CPAU delivers safe, reliable services with local decision-making, environmental programs, and customized solutions. It emphasizes customer service, infrastructure reliability, regulatory compliance, and cost control, while supporting the City's sustainability goals through renewable energy, carbon offsets, and programs that help customers reduce their carbon footprint and use resources efficiently. All the above utilities have dedicated enterprise funding to operate, maintain, and improve this infrastructure.

CLICK  
LINK

**The Electric Division** provides 100% carbon neutral power, a standard in Palo Alto since 2013. The Division keeps rates competitive—generally lower than private Bay Area utilities—and offers programs, workshops, and services to help residents and businesses use energy efficiently, lower consumption, and keep bills affordable.

**The Wastewater Collection Division**, which is part of CPAU's Water-Gas-Wastewater (WGW) Division, manages the collection system associated with the journey of used water from homes and businesses to the Regional Water Quality Control Plant (RWQCP), treating over 17 million gallons daily. The RWQCP is managed by the Public Works Department, which is a separate Department outside of CPAU Department.

## UTILITIES SERVICES AT A GLANCE



### Electric Utility

- 26,220 residential meters
- 3,640 commercial meters
- 825.57 gWh of energy purchased annually
- 178 MW peak load



### Water System

- 16,616 residential meters
- 3,572 commercial meters
- 2.83 billion gallons purchased annually
- 16.5 MGD peak flow
- 231 miles of water mains



### Natural Gas

- 21,599 residential accounts
- 2,202 commercial accounts
- 210.5 miles of gas mains



### Wastewater Collection

- 20,637 residential accounts
- 1,816 commercial accounts
- 216 miles of sanitary sewer mains



### Fiber Optics

- 164 commercial buildings connected to backbone
- 58.06 route miles of fiber cable

# THE JOBS/THE IDEAL CANDIDATES FOR ALL ENGINEERS

**A** **CROSS ALL THREE POSITIONS, THE PRINCIPAL ENGINEERS** are expected to be collaborative leaders who provide staff oversight, mentoring, evaluation, and approval of team members' work. They foster professional growth, promote teamwork, and build strong working relationships across divisions, departments, and with external partners. Top candidates must be able to collaborate seamlessly with cross-functional teams and external partners, complemented by excellent communication skills for conveying highly technical information effectively to both technical and non-technical audiences.

All Principal Engineers demonstrate sound judgment, uphold quality assurance, and ensure compliance with technical standards. They possess detailed design and construction management experience and encourage innovation, problem-solving, and accountability in staff and project outcomes.

## **These Engineers will also:**

- Deliver complex capital projects throughout the life cycle (planning, design, and construction management) that align with organizational objectives and future requirements, while ensuring regulatory compliance and high-quality results.
- Contribute to operations and budget discussions, with some positions holding direct responsibility for operational or capital budget management.
- Coordinate with operations and maintenance staff to provide engineering resources to solve problems that arise in the existing utility infrastructure.
- Support Staff Report development and respond to information requests from CPAU upper management.
- Coordinate with other City entities (e.g., Public Works and RWQCB) and external entities (e.g., Caltrans, County of Santa Clara) to deliver projects within the City and other rights-of-way.
- Support the City's mission by fostering collaboration, driving innovation, and ensuring projects are delivered on time and within budget.
- Perform QA/QC over staff and project deliverables.
- Be proficient in AutoCAD and ArcGIS Pro.
- Have experience delivering presentations at professional conferences.
- Coordinate with the residents and the public, as needed.



## Additional skills by focus include the following:

### **Principal Electrical Engineer– Capital Improvements**

- Lead the modernization of Palo Alto’s electric utility through the integration of advanced technologies and infrastructure upgrades.
- Enhance reliability and resiliency through SCADA systems, advanced metering, distributed energy resources, GIS, and substation modernization.
- Provide technical oversight and deliver projects that advance the City’s sustainability and innovation goals.

### **Principal Electrical Engineer– Network Planning**

- Guide the strategic planning and long-term design of Palo Alto’s electrical system.
- Ensure system reliability and efficiency through forecasting, short-circuit and operational analyses, and capital improvement planning.
- Align infrastructure development with technical standards and the City’s long-range energy strategy.

**The Principal Electrical Engineer positions** both have extensive experience in the design, analysis, and construction of electrical system improvements, including power distribution, substations, sub-transmission, advanced protection and control systems, and the integration of Distributed Energy Resources (DER). Their proficiency with advanced system modeling and analysis software is accompanied by a strong history of implementing innovative technologies to speed engineering, enhance system efficiency, and improve system reliability.

### **Principal Wastewater Engineer–Design & Construction**

- Manage in-house design and in-house construction services of wastewater collection system capital projects, ensuring cost-effective and reliable infrastructure that meets regulatory standards.
- Oversee engineering staff, consultants, and contractors, while providing quality assurance throughout project delivery.
- Coordinate with WGW’s Development Services Group to evaluate private development impact on the existing wastewater collection system and identify proposed improvements, if required.
- Collaborate with operations staff to address challenges, improve system performance, and coordinate across departments.
- Work with WGW Operations Staff and recommendations of the 2025 Sewer Master Plan to develop improvement projects to rehabilitate the sanitary sewer.
- Coordinate with water and gas divisions to develop the five-year WGW CIP plan.
- Oversee staff development of Request for Professional Services (RFP) and solicitation of other services (e.g., Purchase of Goods) in coordination with CPAU purchasing.

# EMPLOYMENT STANDARDS

*Any combination of training and experience that would provide the required knowledge, skills and abilities is qualifying. A typical way to obtain the required qualifications would be:*

## PRINCIPAL ELECTRICAL ENGINEER POSITIONS

BSEE and six years of related experience; or, an equivalent combination of education and experience sufficient to successfully perform the essential duties of the job such as those listed above. Registration as a Professional Engineer in the State of California is required.

### **Ideal candidate will have:**

**Education:** Bachelor's degree in Electrical or Civil Engineering.

**Experience:** Electrical or Civil Engineer with six (6) years of related experience.

**Licensure:** Professional Engineer.

## PRINCIPAL WASTEWATER ENGINEER—DESIGN & CONSTRUCTION

BA/BS in a related field and six years of directly related experience; or, an equivalent combination of education and experience sufficient to successfully perform the essential duties of the job such as those listed above. Registration as a Professional Engineer in the State of California is required.

### **Ideal candidate will have:**

**Education:** Bachelor's degree in Civil Engineering.

**Experience:** Six (6) years of directly related experience including both managing and performing detailed design of sanitary sewer improvements. Detailed design of water main improvements is desirable.

**Licensure:** California Civil Professional Engineer.

## FOR THE FULL JOB DESCRIPTION CLICK BELOW

[PRINCIPAL ENGINEER, ELECTRIC AND FIBER UTILITIES](#)

[PRINCIPAL ENGINEER, WGW UTILITIES](#)



## UPCOMING PROJECTS & OPPORTUNITIES

Both the Electric and Wastewater Collection divisions are leading numerous ongoing initiatives aimed at improving infrastructure reliability, advancing sustainability, and enhancing service delivery. **Click here to see project details.**



# SALARY & BENEFITS

**ANNUAL SALARIES:** Principal Electrical Engineers: **\$198,682–\$264,909 DOE/DOQ**  
Principal Wastewater Engineer–Design & Construction: **\$188,406–\$251,202 DOE/DOQ**

**PLUS**, all positions will receive a benefits package.

SEE FULL BENEFIT INFORMATION



## HOW to APPLY

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

WBCP JOB BOARD



## SAVE THE DATES

### Principal Electrical Engineers

Round one interviews will take place virtually on an ongoing basis on **10/23, 10/30, 11/6**. Finalists will move forward to round two in-person interviews on **11/6** and **11/12**. *Selected candidates must be available for at least one date in each round.*

### Principal Wastewater Engineer– Design & Construction

Round one interviews will take place virtually on an ongoing basis **10/22** and **10/29**. Finalists will move forward to round two in-person interviews on **11/6**. *Selected candidates must be available for at least one date in each round.*

**QUESTIONS?** Please contact **Ana Dean**, with any inquiries:

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