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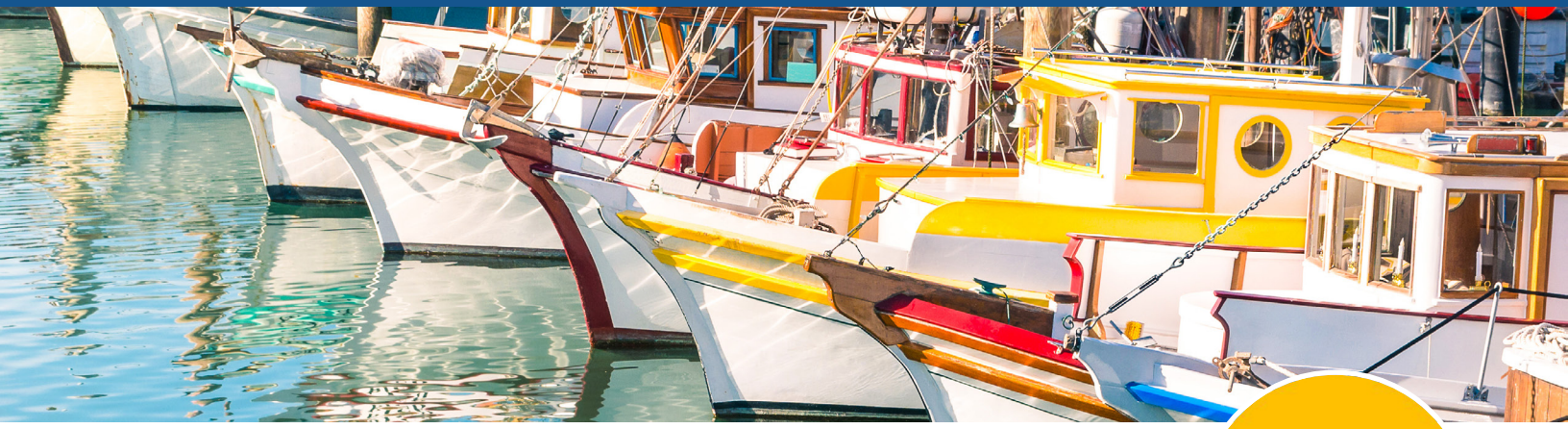
CAREER OPPORTUNITY



COUNTY OF MARIN

ENGINEERING DIVISION MANAGER (PRINCIPAL CIVIL ENGINEER)

COUNTY OF MARIN | SAN RAFAEL, CALIFORNIA

ANNUAL SALARY: $172,972–$210,288 DOE/DOQ*

*The incumbent may be eligible for a $10,000 signing bonus and is eligible for an additional 2% professional licensure differential. See Benefits section for full details and eligibility requirements.

CLICK LINK

THE COUNTY OF MARIN, CALIFORNIA, is seeking a collaborative and forward-thinking Engineering Division Manager (Classification: Principal Civil Engineer) to lead the Engineering Division within the Department of Public Works. Overseeing a team of up to 17 staff, this management-level leader guides a talented team and helps advance a significant Capital Improvement Program (CIP) encompassing roads, bridges, multimodal facilities, pavement management, and other infrastructure within the County right-of-way. This unique opportunity offers broad influence across project delivery, organizational priorities, and cross-agency partnerships as the County continues to invest in infrastructure, modernize systems, and prepare for future technology and asset management initiatives. The ideal candidate brings strong expertise in civil engineering, capital project delivery, plan and specification review, and consultant and contract oversight, along with the emotional intelligence, communication skills, and adaptability needed to lead effectively across teams, departments, agencies, and community partners. **Apply today to help advance a culture of strong leadership, accountability, and innovation!**

DISCOVER MARIN COUNTY + JOIN GOOD LOCAL GOVERNANCE

MARIN COUNTY, JUST NORTH OF SAN FRANCISCO across the iconic Golden Gate Bridge, offers an exceptional quality of life. With approximately 257,000 residents spread over 520 beautiful square miles, Marin's location in the Bay Area is ideal. Known for its combination of rural and suburban lifestyles, entertainment and recreational activities, and mild, year-round climate, residents can enjoy the majestic coastline, renowned county and state parks, access the vineyards of Napa and Sonoma Counties, and the variety of all that San Francisco offers.

The local economic base includes professional services such as insurance, medical, pharmaceutical, technology, financial, and retail employers. Ranching and farming are a rich part of cultural history. Marin County's education system is highly regarded, frequently ranking among the best in California with many accredited secondary education options in the area.

The Fiscal Year 2026–28 Proposed Budget includes $902.6 million in total countywide expenditures across all funds. The organization is comprised of 23 departments with a workforce of approximately 2,400 employees. It is a general law County governed by a five-member Board of Supervisors representing the five voting districts. The Board's current priorities include affordable housing and homelessness, climate change resiliency, disaster and emergency preparedness, racial equity, capital infrastructure investment, and community and economic vitality. The County strives to uphold a set of core values: integrity, respect, equity, innovation, collaboration, and excellence. These values help to maintain and enhance public trust and help achieve high-quality service outcomes. The County is committed to being a fiscally sound and well-managed organization that is innovative, utilizes the talent of its workforce, and continuously improves service outcomes for residents.

LEARN MORE

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THE DEPARTMENT + THE DIVISION

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THE PUBLIC WORKS DEPARTMENT IS COMPRISED OF more than 250 dedicated professionals and is responsible for a broad range of essential services, including roadway and facilities maintenance, watershed management and flood control, waste management franchises, radio tower and communications systems, infrastructure and facilities capital projects, printing services, operations at Gnoss Field Airport, and a variety of general government and special district administrative functions. Guided by its mission to provide high-quality services, maintain and enhance public infrastructure, and protect Marin's natural resources, the Department prioritizes innovation, technology integration, sustainability, and continuous process improvement to strengthen service delivery and operational efficiency for the community.

CLICK LINK

THE ENGINEERING DIVISION IS A 17-MEMBER TEAM responsible for delivering civil engineering projects involving roads, bridges, and other multimodal facilities within the County right-of-way. The Division also provides engineering expertise to other County departments, conducts land surveying to support organizational needs, and performs map review services for private development in unincorporated areas.

THE POSITION

THE ENGINEERING DIVISION MANAGER is a key management-level leader within the Department of Public Works, reporting to the Assistant Director for Project Delivery and overseeing seven direct reports and up to 10 indirect staff that make up the Engineering Division. Key responsibilities include establishing divisional priorities in alignment with larger County strategic objectives, developing and supporting staff, and guiding the delivery of complex programs and capital improvements. On a technical level, this role's senior-level oversight also includes approving plans and specifications, managing consultants and contracts, and ensuring project regulatory compliance, along with supporting the development of annual, long-range, and Capital Improvement Program (CIP) budgets and monitoring expenditures. The Engineering Division Manager may also present budget matters, project proposals, and other priorities to the Board of Supervisors, other boards and commissions, and funding agencies. Looking ahead, the successful candidate will have the opportunity to strengthen staff development, improve systems and processes, advance major priorities such as pavement management, and help guide modernization and future technology and asset management initiatives.

UPCOMING PROJECTS & OPPORTUNITIES

The Public Works Department and Engineering Division are engaged in a significant portfolio of capital improvement projects, giving the Engineering Division Manager the opportunity to help advance a wide range of high-impact infrastructure investments across the County. Highlights of a few projects are below:

POINT REYES-PETALUMA RD. TURN POCKET PROJECT. A $3.2M roadway safety investment adding a new left-turn pocket, widening, drainage, paving, striping, and signage improvements.

LUCAS VALLEY RD. BRIDGE REPLACEMENT. An $18M bridge replacement addressing recurring scour issues and improving long-term safety and reliability.

US 101 BELLAM BLVD. OFF-RAMP WIDENING. A $7.2M transportation improvement adding an off-ramp lane to reduce congestion on northbound US-101 and eastbound I-580 in San Rafael, delivered on schedule and within budget.

VIEW THE FY 2027–2031 CIP BUDGET

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THE IDEAL CANDIDATE

THE IDEAL CANDIDATE IS A COLLABORATIVE, self-motivated, and people-centered engineering manager who pairs strong technical expertise with high emotional intelligence and the ability to build trust across the organization. They foster a cohesive, high-performing team, support staff development, strengthen accountability, and create clarity around expectations and priorities. Comfortable operating in a fast-moving and evolving organization, the Engineering Division Manager is a self-starter with strong learning agility, adapting quickly to new priorities, processes, and organizational dynamics while managing competing demands and navigating complex projects and decisions. They work effectively across Public Works, other County departments, outside agencies, consultants, contractors, and the community, while remaining focused on shared goals and responsive service. The successful candidate also brings curiosity, innovation, and a continuous-improvement mindset, with an interest in strengthening systems, processes, and technology as the Division and Department continue to modernize.

The ideal candidate will demonstrate the following core competencies:

Change Management: Guides teams through evolving priorities, new processes, and organizational change while maintaining momentum and service delivery.

High Standards: Sets clear expectations, promotes accountability, and consistently drives quality, productivity, and strong performance across the team.

Talent Development & Team Management: Builds team capability through effective coaching, performance management, recruitment, and thoughtful allocation of staff and resources.

Financial Acumen: Understands the financial implications of programs and projects and provides sound oversight of budgets, expenditures, contracts, and long-term investment priorities.

Technological Literacy: Leverages technology to improve operations and helps establish the governance and groundwork needed for new systems, including future asset management tools.

MINIMUM QUALIFICATIONS

Experience: Five years of increasingly responsible professional engineering experience. At least two years of the required professional experience must have included functioning in a supervisory capacity.

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

SALARY+BENEFITS

This position will receive an annual salary of **$172,972–$210,288* DOE/DOQ (Depending on Experience/Qualifications), PLUS** an attractive benefits package that includes:

***Signing Bonus:** New, full-time, regular hire Principal Civil Engineers are eligible to receive a $10,000 signing bonus that will be split into two equal payments: 50% at time of hire (e.g. first paycheck) and the remaining 50% after successful completion of their probationary period.

***Differential:** 2% for maintaining Professional Licensure through registration as a Civil Engineer issued by the California State Board of Registration for Civil and Professional Engineers.

Retirement: A defined benefit retirement plan governed by the County Employees Retirement Law of 1937 (CERL), which can be reciprocal with other retirement systems. For more information, **click here**. CLICK LINK

Medical, Dental, & Vision Insurance: Cafeteria-style health and welfare benefit plan that allows employees to choose from a variety of health, dental, vision, life, and long-term disability insurance plans.

Social Security: The County does not participate in Social Security except for a mandatory Medicare contribution.

Deferred Compensation 457 Plan

Vacation: Starting at 15 days per year and increases through years of service.

Sick Leave: Up to 12 days per year.

Management Leave: 40 hours per fiscal year.

Holidays: 12 paid holidays plus two floating holiday per fiscal year.

For more benefits information:

EMPLOYEE BENEFITS | PERSONNEL MANAGEMENT REGULATIONS

CLICK BUTTONS

HOW TO APPLY

While the position will remain open until filled, strong candidates are encouraged to **APPLY IMMEDIATELY** at:

WBCP JOB BOARD

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as the County plans to conduct interviews on **WEDNESDAY, OCTOBER 28, 2026** (virtual) and **WEDNESDAY, NOVEMBER 4, 2026** (in-person at the historic Marin County Civic Center). Candidates should plan to be available for both dates.

QUESTIONS? Please contact your recruiter, **Lauren Gerson-Greene**, with any inquiries:
541.664.0376 direct | **866.929.9227** toll-free
lauren@wbcpinc.com