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NID
Water for Life



SENIOR ENGINEER—DAM SAFETY

NEVADA IRRIGATION DISTRICT | COLFAX, CALIFORNIA

ANNUAL SALARY: $142,012—$181,347 DOE/DOQ* *This position will receive a 2.5% COLA effective 12/28/2026—Range will be $145,562–$185,881

THE NEVADA IRRIGATION DISTRICT (NID) IS SEEKING A SENIOR ENGINEER—DAM SAFETY to join a dynamic and collaborative team, supporting the Director of Power Systems in the planning, implementation, and oversight of the District's Dam Safety Program. This experienced engineer will function as the Chief Dam Safety Engineer for the District's FERC-regulated facilities, and the technical expert on several exciting projects, ensuring high-quality outcomes and innovative solutions. The Senior Engineer – Dam Safety will provide technical support, manage projects, and collaborate closely with District personnel, consultants, and contractors, including the Operations and Maintenance teams. They will manage a dam safety budget and oversee water retaining aspects of eight powerhouses and 25 dams across the region, as they perform engineering work related to the structural design, upgrade, expansion, and safety of District facilities and projects pertaining to dams, reservoirs, and select water conveyance structures. The ideal candidate is a confident communicator and strong relationship builder with keen attention to detail. The successful candidate will work independently, seek the expertise of the District's exceptional support staff and consultants when needed, and enjoy mentoring and collaborating with others. **Apply today and help safeguard the region's water resources for generations to come!**











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 host events year-round, including the ever-popular Nevada County Fair. 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

VIEW THE DISTRICT'S HYDROELECTRIC CAPITAL FUND

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the DEPARTMENT

THE HYDROELECTRIC DEPARTMENT, operated out of Colfax with 32 staff, is a cornerstone of the District's operations. It is responsible for managing and optimizing the region's hydroelectric power generation and water delivery systems. The Department plays a critical role in maintaining the region's infrastructure, including the implementation of the dam safety program and compliance with stringent regulatory standards set by bodies such as the Federal Energy Regulatory Commission (FERC) and California Department of Water Resources Division of Safety of Dams (DSOD). The Department's work involves complex technical tasks, coordination with state and federal agencies, and the ability to navigate the intricate regulatory landscape. By leveraging cutting-edge technology and best practices, the Hydroelectric Department ensures that NID continues to deliver reliable power and water resources to its communities while preserving the environmental integrity of the region.

the JOB

THE SENIOR ENGINEER—DAM SAFETY will act as the hands-on technical expert for dam infrastructure and safety. They will manage a dam safety budget and oversee water retaining aspects of eight powerhouses and 25 dams across the region. They will also offer support, manage projects, and collaborate closely with technical personnel, consultants, and contractors, including the Operations and Maintenance teams. The Senior Engineer—Dam Safety will work with external agencies including: PG&E, the US Forest Service, Placer County Water Agency, and Yuba Water Agency, who have formed a SW2 Dam Safety Alliance. The Alliance aims to share expertise and resources effectively for the protection of the region. This role also involves regular interaction with the Federal Energy Regulatory Commission (FERC). With a balance of field work and office work, this is an exciting opportunity for those who want a dynamic and engaging workday. The Senior Engineer—Dam Safety reports to the Director of Power Systems, receives some technical oversight from the Director of Engineering, and is supported by exceptional consultants and contractors. However, they must be able to work independently to perform engineering work involved in the structural design, upgrade, expansion, and safety of District facilities and projects pertaining to dams, reservoirs, and select water conveyances.

the IDEAL CANDIDATE

THE IDEAL CANDIDATE WILL HAVE a background in civil engineering with experience in structural dam safety. They will play a key role in the planning stages of projects, from preparing engineering specifications to determining cost and quantity estimates. A strong understanding of regulatory codes and requirements is essential, as is the confidence to communicate and collaborate effectively with regulators. As regulations continue to evolve, the next Senior Engineer—Dam Safety will be a quick learner, eager to build relationships with regulatory partners and key District staff to ensure ongoing compliance. They will skillfully navigate complex regulatory environments with ease, knowing when to push back while balancing compliance with practical solutions. The successful candidate will excel in an individual contributor role, but also recognize when additional support or expertise is needed, proactively seeking guidance with both internal teams and external partners. They will be a technical expert with strong attention to detail, ensuring sound infrastructure and public safety.

The ideal candidate will also have the following core competencies:

High Standards.
Prioritize accuracy, professionalism, and ethical integrity, ensuring their work meets or exceeds expectations.

Financial Acumen.
Understand, interpret, and make decisions based on financial information; manage resources effectively.

Problem Solving.
Identify, analyze, and develop effective solutions to complex issues or challenges; consider various perspectives to address obstacles efficiently.

Learning Agility.
Quickly adapt to new situations, absorb new information, and apply it effectively in dynamic environments.

MINIMUM QUALIFICATIONS

Any combination equivalent to the education and experience likely to provide the required knowledge and abilities would be qualifying. A typical way to gain such knowledge and abilities is described below:

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

Experience: Four years of responsible journey experience similar to Associate Engineer (Registered) with the Nevada Irrigation District.

Licensure:

- Possession of a current certificate of registration as a Professional Civil Engineer in California, or equivalent licensure in another state with the ability to obtain a California PE license within 24 months.
- Possession of valid California driver's license.

HIGHLY DESIRED

- Five (5) years of previous dam safety work experience.
- Geotechnical Engineering or dam safety background.

This position will be designated as an Emergency Service Worker during a proclaimed emergency and may be required to perform certain emergency services at the direction of the organization.

CURRENT PROJECTS + INITIATIVES

FERC 12D PROCESS. NID must undergo an updated process to perform independent dam safety inspections and reporting to the Federal Energy Regulatory Commission (FERC). This position will champion this updated process, and assist in implementing new codes, inspections, and reports in 2027 and 2028.

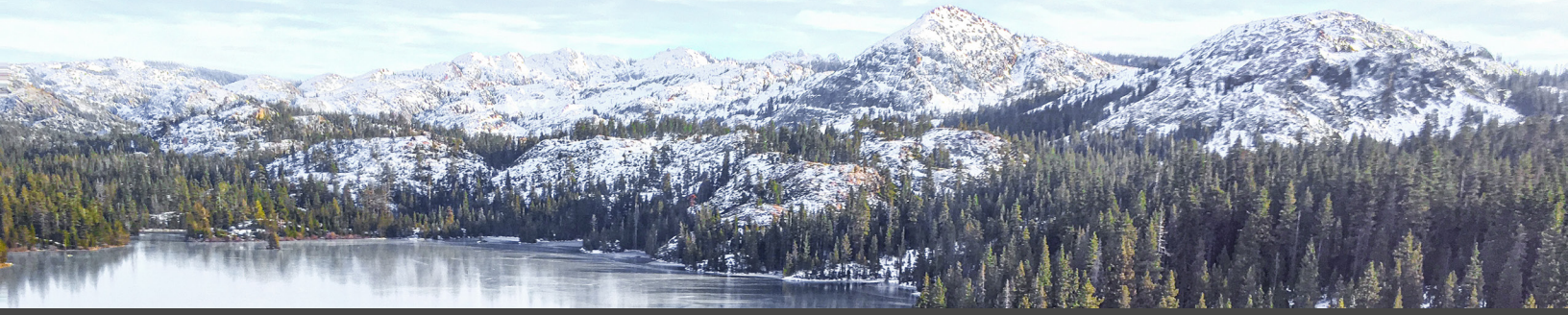
SCOTTS FLAT SPILLWAY. This professional may advise as a technical expert when communicating with regulators. This project is currently in the design phase with the goal of replacing critical infrastructure for Scotts Flat.

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SALARY + BENEFITS

An annual salary of **$142,012–$181,347 DOE/DOQ*** *This position will receive a 2.5% COLA effective 12/28/2026—Range will be $145,562– $185,881.

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

LIFE & DISABILITY INSURANCE

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 of three tax deferred compensation plans.

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

PAID VACATION. 12 days annually for the first four years.

ADMINISTRATIVE LEAVE. 80 hours annually (10 days).

SICK LEAVE. Employee shall accrue sick leave at the rate of 3.69 hours per pay period.

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

AIR AMBULANCE. Available to employees and members living in the employee's household.

HYBRID WORK ARRANGEMENT. Hybrid work may be considered following completion of the probationary period, subject to supervisor approval and business needs. The frequency and schedule of hybrid work may vary from week to week based on operational requirements, and a consistent or recurring schedule is not guaranteed.

VIEW A COMPREHENSIVE LIST OF NID'S BENEFITS HERE

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HOW *TO* APPLY

For consideration, **APPLY IMMEDIATELY** at:

WBCP JOB BOARD

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While the role will remain open until filled, interviews will take place as ideal candidates are identified.

QUESTIONS? Please contact **Naomi Schmitt** with any inquiries.

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