



We invite applications for the following positions:

**PRINCIPAL CIVIL ENGINEER (CONSTRUCTION)**  
\$129,357 to \$161,696 annually

**SENIOR CIVIL ENGINEER (CONSTRUCTION)**  
\$117,188 to \$146,485 annually  
Plus a comprehensive package  
**Classic CalPERS members - 2.7% at 55**  
**Plus a \$5,000 signing bonus - \$2,500 paid in first pay period**

*"At the City of Mountain View, you get to work on a variety of projects that enhance our community for the residents, and meet the needs of ever growing development in the hub of high-tech industry while working with the most enthusiastic, friendly and professional staff." - Andy Chang, Senior Civil Engineer*

### Why Consider The City of Mountain View?

It's simple. We are a dedicated team of professionals committed to providing excellent service to the community we serve, and we want you to join us! When you become part of the City of Mountain View family, you will find this is not just a J-O-B, it is a way of life for those who seek a mission-oriented culture. Here is an outstanding opportunity to join a great organization and contribute your talents and energies as a Principal Civil Engineer or Senior Civil Engineer.

### About These Roles

We want **highly motivated, detail-oriented, and organized** professionals with **strong technical and interpersonal skills** to join the City of Mountain View. The City has two vacancies for the positions of Principal Civil Engineer and Senior Civil Engineer in the Construction section of the Public Works Department. The Principal Civil Engineer is a management-level position which reports to the Assistant Public Works Director in the Engineering Division. The Principal Civil Engineer oversees the Construction section which consists of one Senior Civil Engineer, four Associate Engineers, one Senior Public Works Inspector and two Public Works Inspectors. The Senior Civil Engineer is a management-level position which reports to the Principal Civil Engineer and plays a key leadership role within the Construction section.

Current projects for these positions include public infrastructure improvements for redevelopment projects by renowned companies such as Google, Linked In and Intuit and for new transit oriented development especially mixed use and multi-family housing; pedestrian and bicycle improvements to enhance the city's existing network; water, sanitary sewer and storm drain system replacement and capacity projects; new parks and trail extensions; building projects including a new police/fire headquarters building and a new aquatics center. You may review the detailed job description for [Principal Civil Engineer](#) and the [Senior Civil Engineer](#) on the City's website.

### Senior Civil Engineer

- Four years of increasingly responsible engineering experience, including at least one year at the supervisory level
- Equivalent to a Bachelor's degree from an accredited college/university with major coursework in Civil Engineering
- Possession of a valid Certificate of Registration as a professional Civil Engineer in the State of California
- Possession of a valid California Class C driver license

### Principal Civil Engineer

- Four years of increasingly responsible civil engineering experience at the level of Senior Civil Engineer or higher, including three years of lead capacity responsibilities
- Equivalent to a Bachelor's degree from an accredited college or university with major course work in Civil Engineering.
- Possession of a valid Certificate of Registration as a professional Civil Engineer in the State of California
- Possession of a valid California Class C driver license

### Bonus Points (Highly Desirable)

- A master's degree in engineering, business administration, or public administration
- Eight years or more of increasingly responsible professional engineering experience
- Experience as a California Department of Transportation resident engineer and/or extensive experience in construction management and inspection of various infrastructure and facilities improvement projects such as roads, bridges, tunnels, water supply, wastewater/sewers and storm drain systems, buildings, electrical, park improvements and other public works infrastructure projects

### Who You Are

- An exceptional **communicator** with superior interpersonal and writing skills who can supervise and motivate a professional, technical and clerical staff while providing outstanding customer service.
- A **skilled** industry professional who possesses extensive technical knowledge in the area of public sector construction.
- A respectful **team player** who thrives in a collaborative, fast-paced work environment and is able to build consensus with a variety of stake holders including contractors, residents and other City departments.
- A **multi-tasker** adept at managing multiple projects and deadlines simultaneously, with the ability to prioritize assignments effectively.
- A **problem-solver** who confronts issues, evaluates multiple alternatives, and makes strategic decisions.

### What You'll Do (depending on level of assignment)

- Plan, coordinate, supervise and participate in the activities within the Construction section.
- Assist in the development and implementation of City, departmental or divisional goals, policies, procedures and priorities.
- Administer and/or oversee preparation and administration of contracts; review and approve payments and billings for contracted services.
- Prepare and oversee the preparation of engineering designs, specifications and cost estimates for a wide variety of capital improvement projects; prepare Engineering Division's five-year CIP.
- Oversee and participate in the review of field construction projects and inspect contractor and City construction work to ensure conformance with specifications.
- Check plans for accuracy, suitability and completeness and make recommendations for revision and improvement.
- Manage construction schedules and budgets, negotiate contract change orders and maintain necessary documentation and complete project closeout.
- Meet, confer, and resolve issues with developers, contractors, engineers, and the public regarding policies, regulations and procedures; and assist with analysis of construction issues for all types of projects.
- Interpret and apply applicable local, state and federal codes, ordinances, rules and regulations related to public infrastructure, private development and capital improvement projects.

### What We Offer

- *Benefits:* Comprehensive benefits package including generous paid leave and group health coverage
- *Retirement:* CalPERS retirement (2.7% at 55 formula for classic members; 2% at 62 for new members); employees contribute 11.5% for classic members; 10.5% for new members to CalPERS with no Social Security deduction
- *Retiree Health Plan:* Employees can participate in a defined benefit or a defined contribution retiree health plan. Vesting for the defined benefit plan is 15 years and the defined contribution plan is five years
- *Wellness:* Wellness minded culture including access to an onsite employee gym and incentive pay for participating in the City's wellness program; up to \$100/month City contribution for mass transit expenses, with \$10/month minimum employee contribution; discounts for carpools and ride-shares; and, following an initial training period for new employees and department head approval, the ability to work a 9/80 schedule
- *Employee Appreciation:* Employee events and activities
- *Educational Incentives:* Opportunity to utilize \$2,000 in tuition reimbursement for education advancement annually, with an additional one time opportunity for up to \$20,000 for the completion of a work related Bachelor's or Master's degree or approved leadership programs
- *Career Development and Technology Stipend:* Management Development Funds - \$1,000.00 annually
- *Management Leave:* Management leave of 80 hours per fiscal year (paid out at end of fiscal year if not used)
- *Professional Support:* Attendance at courses and conferences sponsored by the American Public Works Association (APWA), American Society of Civil Engineers (ASCE) and other professional associations, in addition to a robust internal training program to promote career growth and succession planning

### **Are You Ready? Apply**

Submit your application, supplemental questions and resume online at [www.calopps.org](http://www.calopps.org) or to the Human Resources Division, City of Mountain View, 500 Castro Street, Mountain View, CA 94041, (650) 903-6309. Application materials will be screened on a continuous basis with a **first application review date on 5:00 p.m. PST, Monday, August 26, 2019**. The most appropriately qualified candidates will be invited to participate in an initial skype interview. Select individuals who pass the Skype interview will be invited to a written exercise and oral board interview (weighted 100%). Additional department interviews with the Public Works Department will follow for a limited number of finalists. Depending on the number of applicants this process may be altered.

### **Fine Print**

Candidates with a disability who may require special assistance in any phase of the application or testing process should advise the Human Resources Division upon submittal of application. Documentation of the need for accommodation must accompany the request. The City of Mountain View is an Equal Opportunity Employer (EOE).

Prior to hire, candidates will be required to successfully complete a preemployment process, including employment verification and a Department of Justice (DOJ) fingerprint check. A conviction history will not necessarily disqualify an applicant from appointment; however, failure to disclose a conviction will result in disqualification or termination.

NOTE: The provisions of this bulletin do not constitute an expressed or implied contract, and any provisions contained in this bulletin may be modified or revoked without notice.

***Attention City of Mountain View employees: This position qualifies under the Referral Incentive Program. A Referral Incentive Form must be submitted prior to the applicant's initial interview to qualify for the incentive. For questions, see Administrative Instruction 3-27 and contact Human Resources for more information.***

**CITY OF MOUNTAIN VIEW  
PRINCIPAL CIVIL ENGINEER/SENIOR CIVIL ENGINEER  
SUPPLEMENTAL QUESTIONNAIRE**

**Please answer the following questions and submit your responses with your application. Include no more than one page in response to each question.**

1. Please provide your California Professional Civil Engineer license number.
2. Describe your experience managing public works related projects. Briefly describe the types of projects, your specific role in the project, and what strategies you used to ensure successful completion of each project. Include what a typical day was like while working at your last or most current engineering job.
3. Describe your experience with supervising inspectors and engineers. Please provide specific examples of how you lead and train them.