



We invite applications for the position of
SENIOR CIVIL ENGINEER

LAND DEVELOPMENT

*3-Year Limited Period Assignment

\$117,188 to \$146,485 Annually

plus a Comprehensive Benefits Package

*"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. You'll be joining a team of talented professionals in a fast-paced, dynamic work environment dedicated to serving the Mountain View community. At the City of Mountain View, you will work alongside a team of dedicated, creative and highly motivated professionals, who on a daily basis contribute their talents and commitment in providing essential public services to our residents and businesses.

About This Role

We are seeking a highly motivated, highly skilled, innovative and enthusiastic individual to join the Public Works Department for the position of Senior Civil Engineer. The Senior Civil Engineer is a management-level position which reports to the Principal Engineer. This recruitment will establish an eligibility list which may be used for future Senior Civil Engineer vacancies in the following sections: Capital Projects, Construction, Land Development, Traffic and Utilities. You can review the detailed job description for Senior Civil Engineer on the City's website [here](#).

What You'll Do

This position combines the technical knowledge of engineering with the art and vision of planning while supporting the increase in workload attributable to the high level of development activity in the City. The individual will work closely with the other Public Works Sections (Utilities, Traffic, Construction and Capital Projects) and other City Departments. The duties include preparing conditions of approvals for private development projects seeking entitlements; participating in the plan check, review and processing of subdivision maps and/or plans for private residential and commercial developments, streets, sidewalk, curb, gutter, and utilities that affect all areas of the City's infrastructure; assuring compliance with appropriate codes, ordinances, rules and regulations, as well as sound engineering practices; providing customer service to the public; helping residents, owners and developers at the counter; researching project design requirements; processing excavation permits; reviewing building permits; and coordinating and reviewing the work of outside consultants. The Land Development section consists of 12 engineering professionals.

The Public Works Department is responsible for operating and maintaining the City's utilities (water, wastewater and recycled water systems) and closed landfill; managing the City's transportation system (roadways and traffic signals); managing and implementing the City's Capital Improvement Program; managing and coordinating a variety of private development projects including high tech, transit oriented and residential subdivision projects; ensuring the safe, efficient and convenient circulation of vehicle, bicycle and pedestrian traffic throughout the community; maintaining City buildings and the City's vehicle and equipment fleet; and administering the City's Solid Waste and Real Estate Management programs. The Department's crews, technicians, engineers, managers, and other staff are proud of their contributions which make Mountain View a great place to live, work and visit.

What You Bring

- 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's license.

Bonus Points

- Prior experience in land development engineering.
- Prior experience in a public agency or close interaction with public agencies.

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 land development.
- 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 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 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, Tuesday, November 5, 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.

The Fine Print

***Senior Civil Engineer:** *This is a three-year limited period assignment. Funding is anticipated for the entire 3-year period; however it is subject to council adoption of the budget in June 2020 and June 2021. Any extensions beyond the limited-term period listed may be reviewed and approved by the City based on budget sustainability and the on-going operational needs of the department.

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.

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

1. Are you currently registered as a Professional Civil Engineer with the State of California? If yes, indicate your license number.
2. Describe your professional experience in land development engineering. In addition, briefly describe the municipal project entitlement process. What is Public Works/Engineering's role? If you do not have experience in land development engineering, please write "n/a".
3. 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.