



CITY OF NEWARK is now
RECRUITING for

CITY ENGINEER

David W. Smith
CITY HALL

CITY OF NEWARK

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City Engineer Recruitment



The City of Newark is excited to announce an exceptional opportunity for an experienced and forward-thinking professional to join our Public Works team as the City Engineer!

Newark is a thriving, dynamic community known for its unbeatable location connecting Silicon Valley, the East Bay and the Peninsula, its innovation, and its commitment to sustainability. The City is recognized for fostering a forward-thinking approach to public works projects that balance growth with environmental stewardship. The Engineering Division plays a crucial role in maintaining the City's reputation for excellence in infrastructure development, planning, and community enhancement.

The Public Works Department is made up of four divisions: Engineering, Building Inspection, Maintenance, and Environmental Services. The City Engineer will be a key leadership position oversees the Engineering Division, ensuring the efficient delivery of public works projects, transportation initiatives, and infrastructure improvements that enhance the quality of life for our residents.

The incumbent in this position will be instrumental in directing the planning, design, and construction of public infrastructure projects, overseeing both city-led developments and private sector contributions. This includes the review and approval of subdivision maps, street designs, stormwater management, and adherence to city and state standards for engineering projects. As a vital contributor to the City's long-term development, the City Engineer will manage the City's Capital Improvement Plan (CIP), ensuring that infrastructure projects are aligned with the needs of our growing community.

This position reports to the Public Works Director and supervises a talented team of professional, technical, and paraprofessional staff. The City Engineer will also act in the absence of the Public Works Director, providing crucial leadership and decision-making in the department.

Go to <https://www.newarkca.gov/visitors> to learn more about the City of Newark community, located midway between San Jose and Oakland, CA.

The Ideal Candidate

The ideal candidate is an energetic, experienced, and motivated leader with a passion for enhancing the quality of life for Newark's residents through effective and sustainable engineering practices. They thrive in a fast-paced environment with a commitment to excellence, demonstrating a genuine dedication to advancing the city's infrastructure and public works initiatives.

With a strategic mindset and a proven track record in managing complex engineering projects within a municipal context, our next City Engineer will possess a diverse range of experience that equips them to tackle the challenges of urban development. The ideal candidate will have strong project management skills and demonstrated ability to deliver projects on-time and on budget.

The City's PRIDE Values (Personal Service, Resourcefulness, Innovation, Diversity, and Engagement) exemplify how the City carries out its mission and the City Engineer will embody PRIDE as a proactive member of Newark's Leadership Team while reflecting the qualities expected by the Public Works Director, including the ability to zero in on opportunities, ideate to solve complex engineering challenges, develop practical solutions, and make informed decisions that benefit the community.

The Process

An application, resume, and cover letter must be submitted through CalOpps. The first round of application reviews will be on the week of **May 25th, 2025**. The most qualified candidates will then be invited to an oral board interview.

The selected final candidate will be required to complete a background check, credit check and a basic physical exam. We will make reasonable efforts in the selection process to accommodate persons with disabilities. Please contact the Human Resources Department as early as possible for accommodation requests.

The City of Newark is committed to diversity, equity, inclusion and belonging in the workplace, and does not discriminate against employees or job applicants on the basis of any local, state, or federal protected class.

Compensation and Benefits

The selected candidate will enjoy a monthly salary in the range of \$16,335 – \$19,600, in addition to the following benefits:

- 9/80 schedule work schedule (every other Friday off)
- Educational reimbursement up to \$10,000
- CalPERS retirement – Classic members 2.5%@55; PEPRA members 2% @62.
- Cafeteria Health Plan
 - ⇒ \$932 employee only
 - ⇒ \$1,862 employee+1
 - ⇒ \$2,460 employee +Family
 - ⇒ Cash in-lieu option \$450/month, may be used towards dental and vision plans, or additional life insurance
- Health Care Allowance - \$100/month
- On-site bicycle lockers, private shower room, and employee wellness activities
- Life Insurance – City-paid \$50,000 policy
- Long-term and Short-term Disability policies available for purchase
- Employees and eligible family members have free use of the gym at the Silliman Activity and Family Aquatic Center, as well as resident rates for classes and rentals
- Management Leave - up to 56 hours/year
- General Leave - 184 – 264 hours/year, depending on years of service. Upto 80 hours of general leave may be converted to pay per fiscal year.
- 13 paid holidays, including two flexible days

Look up the [2024 Employee Benefits Guide](#) At [Newark.org](#) under Human Resources

What makes Newark unique?

City employees benefit from incredible community and City Council support.

The employees come to work in a state-of-the-art City Hall with natural lighting throughout, complemented by ergonomically designed furniture and equipment. The location is adjacent to a park, library, and an outdoor plaza area with employee bike lockers.

Employees have drop-in access to the gym and pools at the Silliman Activity and Family Aquatic Center, just two miles from the City Hall . We are a mid-size City with a small-town atmosphere. The City operates with eight departments, including police, with fire and utility services provided by the County or special districts.

The City is one cohesive team that thrives in a collaborative and creative environment, and we enjoy welcoming new team members!

Qualifications

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

Education: Possession of a Bachelor's degree from an accredited college or university with major coursework in civil engineering or a closely related field.

Experience: Six (6) years of progressively responsible professional civil engineering work including three (3) years of supervisory and project management experience.

License: Possession of a valid driver license and a satisfactory driving record throughout employment. Current registration as a Civil Engineer in California.



Application Deadline
October 27, 2024
11:59 p.m.