

CITY OF GILROY IS HIRING

ENGINEER I/II – Two Positions Available

Public Works Department

Utilities Department

LEVEL I \$8,749.75 - \$12,311.67 Monthly Plus Excellent Benefits

LEVEL II \$9,665.08 - \$13,599.75 Monthly Plus Excellent Benefits

Additional steps (Step F, Step G, and Step H) included in the salary range listed above are available to employees in this job classification after completion of five years of service (Step F), ten years of service (Step G), and 15 years of service (Step H), and one year at the prior step, and good performance evaluation. Initial salary placement is typically at the entry point of the range unless the candidate has prior Civil Engineer experience which may warrant initial placement at a higher step.

Opportunity to work a 9/80 work schedule with every other Friday off.

This is a full-time on-site position that actively supports department operations.

The City of Gilroy is an equal opportunity employer and supports workforce diversity, equity, inclusion, and belonging. Join our team!

ABOUT THE POSITIONS

The City of Gilroy is currently recruiting for a full-time level I or II (depending on qualifications and experience) Civil Engineer to provide technical assistance within the Public Works Department. The position is currently focused on the Land Development program but is anticipated to also assist the Capital Projects team. In Public Works, as an Engineer I/II, you will play a significant role in reviewing, coordinating, and delivering infrastructure improvements associated with private and public development projects.

In Utilities, you'll play a key role in developing the necessary infrastructure to provide safe and reliable water and wastewater systems for the City of Gilroy. You will be part of a collaborative team that plans and implements water and wastewater capital projects.

In these key positions, you will work under the direct supervision of a Senior Civil Engineer and will perform professional or sub-professional engineering work in the field and office. For Public Works, assignments will include plan review, engineering analysis, and construction support related to Land Development and Capital Projects. Assignments in the Utilities Department will involve planning, design, and construction for a wide variety of water and wastewater infrastructure geared towards transforming and modernizing the City of Gilroy.



APPLICATION CLOSING DATE:

February 26, 2026

ORAL BOARD DATE:

March 18, 2026

APPLICATION PROCESS

If you are interested in pursuing this exciting career opportunity, please attach and submit the following items with your electronic NEOGOV application:

- A completed application along with responses to the supplemental questions (required).
- Cover letter that explains your specific interest in this position with the City of Gilroy is preferred.
- Detailed resume focusing on relevant work experience and education (required)
- A copy of the CA Professional Engineering (PE) license (required for Level II applications)

VIEW JOB DESCRIPTION HERE:

[ENGINEER I](#)

[ENGINEER II](#)

Apply at

www.CityOfGilroy.org/jobs



CANDIDATE PERSPECTIVE

Working for the City of Gilroy offers more than just a job – it provides the opportunity to build a long-term, meaningful career in public service. As a member of a collaborative and supportive organization, you will gain hands on experience with diverse land development and utilities projects that directly shape the community you serve. The City is committed to professional growth, offering mentorship, training, and opportunities for advancement as your skills and responsibilities expand. Employees are encouraged to innovate, take ownership of their work, and grow alongside the City, making Gilroy an ideal place to develop a rewarding career with lasting impact.

THE IDEAL CANDIDATE WILL

- Be passionate to apply civil engineering experience to contribute ideas toward completing land development, water and wastewater projects.
- Lead or support the planning, coordination, and delivery of land development or utility infrastructure projects.
- Review, design, and support the construction delivery of public and private development-related infrastructure including utilities and site improvements.
- Utilize technical expertise to design and evaluate water distribution, wastewater collection, and/or development-related projects.
- Possess technical excellence and apply engineering principles and practices to conduct detail analysis and feasibility studies.
- Produce clear and concise written correspondence/documents.
- Have interpersonal skills that allow creative communication to understand and resolve the issues for all stakeholders.
- Be proficient in engineering software such as AutoCAD Civil 3D, or similar design software.
- Be proficient in software such as MS Excel, MS Word, MS PowerPoint.
- Be proficient in scheduling software such as MS Projects or similar.
- Be able to interpret engineering plans, specifications, and contract documents.
- Demonstrate exceptional project management skills.
- Have strong time management skills to effectively manage workload.
- Have strong attention to detail.
- Have exemplary customer service skills coupled with a sincere desire to provide service to the community.

QUALIFICATIONS

ENGINEER I:

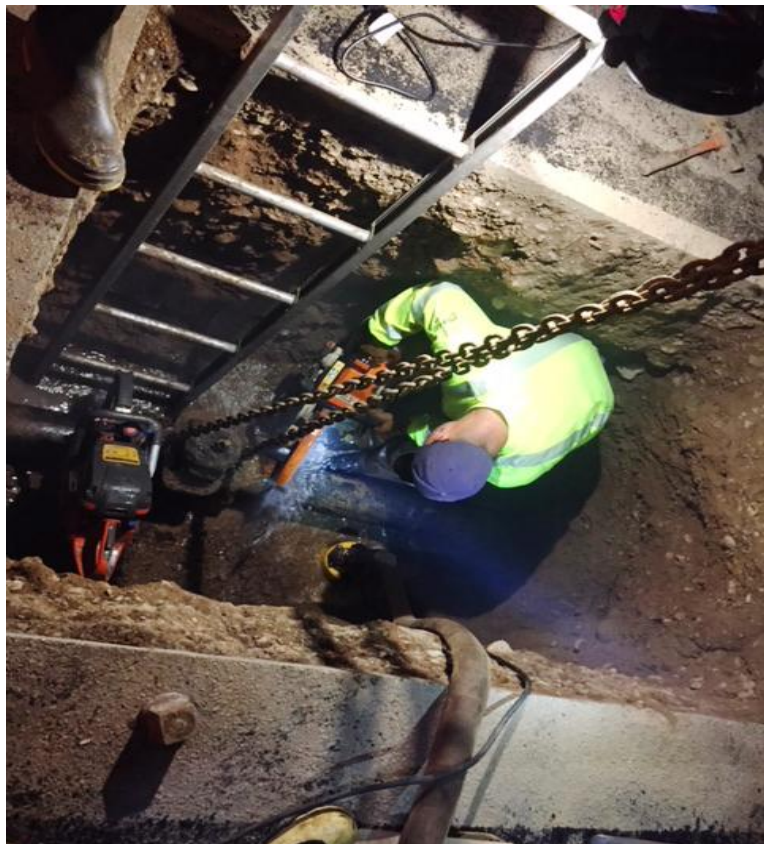
- Graduation from an accredited college or university with a Bachelor's degree in Engineering.
- One year of responsible civil engineering experience or a related internship (paid or unpaid).
- Possess an Engineer-in-Training (EIT) Certificate or obtain certification issued by the State of California within one year or before end of probation period whichever occurs first. (Note: Preference may be given to candidates who already possess the CA EIT certification)
- Willing to continue education and training, expand skills, attend seminars and workshops.



- Possess and maintain a valid Class C California Driver's License and a safe driving record necessary to operate assigned vehicle(s).
- Pass a post-offer medical examination, which includes a drug test.
- Pass an employment background check which includes a Department of Justice criminal record check.
- Prefer non-tobacco user.

ENGINEER II (Includes qualifications listed above for Engineer I with the following differences):

- Four years of progressively responsible engineering experience in work equivalent to that performed by an Engineer I.
- Valid registration as a Professional Engineer (P.E.) issued by the State of CA at time of application.



MOU REPRESENTATION:

AFSCME Local 101 General Unit

BENEFITS OFFERED:

May vary based on position and MOU. See more at information at: www.cityofgilroy.org/164/Benefit-Summaries

- Medical, dental, and vision
- Vacation leave, sick leave, and other paid time off
- CalPERS retirement pension plan
- Flexible spending accounts
- Pre-tax deferred compensation plans
- City-paid life and long-term disability insurance, and employee assistance program
- Commuter benefit program

IMPORTANT INFORMATION:

Prior to appointment and given at the City's expense, final candidates are required to pass an employment background check, State of California Department of Justice criminal records check, and as applicable: medical evaluation and drug screen (includes testing for psychoactive marijuana metabolites).

If special accommodations are necessary at any stage of the selection process, please contact Human Resources.

PAYROLL

All City employees are paid monthly, on the first business day of each month via direct deposit.

Human Resources can be reached at:
(408) 846-0228



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- Cover letter that explains your specific interest in this position with the City of Gilroy
- Detailed resume focusing on relevant work experience and education (required)
- A copy of the CA Professional Engineering (PE) license is required for Level II applications

City Application Form – Candidates must complete the NEOGOV City of Gilroy application form for this position and submit online. Please prepare attachments prior to completion of the NEOGOV application as incomplete applications will not be accepted.

Apply Online:

Go to www.CityOfGilroy.org/jobs. You can apply online by clicking on the job title you are interested in and clicking on the "Apply" link. After viewing the Job Description, click the 'Apply' tab. If this is the first time you are applying using our online job application, you will need to create an account and select a Username and Password. After your account has been established, you can import your resume from LinkedIn, upload it from a saved document on your computer, or manually enter your personal information. This application will be saved and used to apply for future job openings.

Only complete application packets will be reviewed. Only the most qualified applicants with the most relevant experience and education will be invited to continue in the selection process. In addition, final candidates for the position are required to pass a background check, State of California Department of Justice criminal records check, medical evaluation, and drug screen (includes testing for psycho-active marijuana metabolites), given at the City's expense, prior to appointment. If special accommodations are necessary at any stage of the selection process, please contact the Human Resources Department right away at 408-846-0228.

Attention: Communication regarding your status in this recruitment process will be conducted via e-mail. Be sure to include an e-mail address on the employment application. Applicants are responsible for notifying Human Resources of any changes to an e-mail address and/or other contact information.

THE CITY OF GILROY IS AN EQUAL OPPORTUNITY EMPLOYER AND SUPPORTS WORKFORCE DIVERSITY.

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