



THE CITY OF REDWOOD CITY  
INVITES APPLICATIONS FOR:

## SENIOR CIVIL ENGINEER

#25A-101

### SALARY:

\$14,714.68 - \$17,657.62 Monthly

**Closing date 2/13/2026 at 5:00pm**  
(Opened 1/16/2026)

### Application Process

Apply online at

[www.CalOpps.org](http://www.CalOpps.org)

Member Agency: Redwood City

Candidates with a disability, which may require special assistance in any phase of the application or selection process, should advise the Human Resources Division upon submittal of application.

### Selection Process

In-person oral board interviews  
tentatively scheduled for  
**Thursday, March 5, 2026**

All applications will be reviewed for completion, relevant education, experience, training and other job related qualifications. Those who best meet the stated qualifications and requirements for the position will be invited to participate in the selection process. The specifics of the selection process will be communicated to those selected candidates.



### ABOUT THE CITY

We offer a wide range of meaningful career opportunities with potential for growth, training and development, competitive salaries, flexible work schedules, paid time off, and robust benefits. The Redwood City team is guided by **core values** of **excellence**, **integrity**, **service**, **inclusion**, and **innovation**. Inherent in these values is a great organizational culture based on trust, strong and supportive leadership, respect, risk-taking, empowerment, and effective communication. The community is known for its inclusivity, strong engaged neighborhoods, and civic pride. The City works diligently to maintain positive and productive relationships with community partners, together providing outstanding services, programs and opportunities for residents and businesses. This mix of tradition and progress, community and diversity, makes Redwood City an extraordinary place to work and call home. If you're looking to grow your career or make valuable contributions as a part of a public sector Engineering team that fosters innovation, creativity and collaboration, we hope you'll apply.

### ABOUT THE POSITION

The City of Redwood City invites you to apply for the position of Senior Civil Engineer. The Senior Civil Engineer performs complicated engineering, planning, design, and review activities and exercises lead supervision over others as assigned. The work, projects, and systems assigned may involve managements of park field and facilities improvements, building facilities improvements, land development reviews & approvals, right-of-way permit process, roads and utilities improvements, transportation & traffic planning and improvements, and/or building construction. Work of this class may involve the lead supervision of professional and technical personnel. Assignments are general and of a continuing nature, requiring the exercise of independent judgment and initiative in prioritizing, scheduling, assigning and coordinating the work. Senior Civil Engineers are also expected to perform the most complex professional engineering work requiring a substantial level of professional training and experience.

### THE IDEAL CANDIDATE

Will embrace the City's emphasis on excellent customer service. Have the ability to manage multiple and conflicting demands on time and with attention. Will see the big picture while remaining committed to producing quality product. Demonstrate analytical ability and ability to synthesize and summarize information. Use initiative, independent judgment and time management skills. Be well versed in the planning, design, and construction management of utility related capital improvement projects, utility related land development review, and inspection of utility related capital construction projects. The ideal candidate will have



## BENEFITS

The successful candidate will enjoy the following benefits:

- **Retirement:** Public Employees Retirement System (PERS) CalPERS 2% @ 60 for current members or reciprocal agencies; 2% @ 62 for new members.
- **Health Insurance:** Choose from a range of HMO, PPO and EPO options; The City pays 90% of the CalPERS Bay Area Kaiser Family premium rate up to \$2,461.99/Mo
- **Dental & Vision Insurance:** The City pays 90% of the premium.
- **Life Insurance**
- **Employee Assistance Program**
- **Vacation Leave:** 10-25 days per year
- **Sick Leave:** 12 days per year
- **Paid Holidays:** 15 days per year
- **Bereavement Leave:** Up to 3 days
- **Flexible Spending Account**
- **Fitness Center:** Access at City facilities.
- **Education Reimbursement Program** up to \$2,000 Annually
- **Deferred Compensation Plan (457)**
- **Commuter Program** available (6-minute walk from Caltrain)

strong business writing skills and presentation skills for City Council communications and meetings. Note this role may require availability for night meetings. Lastly, be a team player who likes working with a variety of City staff and the public.

## MINIMUM QUALIFICATIONS

*Any combination of experience and training that would likely provide the required knowledge and abilities are qualifying. A typical way to obtain the knowledge and abilities would be:*

### Education & Experience

#### Education:

A bachelor's degree from an accredited college or university in civil engineering or a related field.

#### Experience:

Four years of responsible experience in public works engineering and/or construction.

Experience in planning, engineering, construction and maintenance of parks, building facilities, utilities, and transportation; and experience in land development permit reviews is highly desired.

#### License or Certificate:

- Possession of a Certificate of Registration as a Professional Engineer in the State of California is required.
- A valid California Driver's License and satisfactory driving record is required.

#### Knowledge of:

- A broad range of the principles and practices of engineering, including parks, buildings, facilities, utilities, transportation, traffic, permits, and construction management.
- Project and system planning, budgeting & estimating.
- Modern methods and techniques used in the design and construction of a variety of public works engineering projects.
- Modern developments, current literature and sources of information regarding the assigned area of engineering.
- City codes and ordinances pertaining to public works.
- Applicable laws and regulatory codes relevant to design and construction in the area of assignment.
- Principles of supervision, training, and performance evaluation.

#### Ability to:

- Facilitate and serve as a liaison for both staff and various City Committees and Commissions.



City of Redwood City's Core Values



- Build and facilitate teams for both staff and various City Committees and Commissions.
- Operate modern office equipment including computer equipment and general office software.
- Make sound engineering judgment on complex engineering matters, computations and to check, design, and supervise the construction of a wide variety of public and private facilities.
- Serve as design, construction and system manager in the development of designs, plans, specifications, and estimates for the management and construction of park, facilities, and other public works projects and systems. Perform all duties on project administration, construction management, and contract administration for public.
- Manage a utility division that delivers capital improvement projects.
- Participate in the plan check, review and processing of utility plans for private development affecting City streets, sewers, drains and related Public Works facilities.
- Assure compliance with appropriate codes, ordinances, rules and regulations.
- Assist in the development and implementation of goals, policies, procedures and priorities.
- Supervise, train, and evaluate professional and technical subordinates, and provide technical guidance to staff.
- Communicate clearly and concisely, both orally and in writing with the public and with private developers.
- Establish, maintain and foster positive and harmonious working relationships with City Council and commissions, and teams contacted in the course of work.
- Manage individuals and teams within such an environment.
- Supervise up to three staff members.
- Supervise outside consultants.

**A City application including a supplemental questionnaire is required.**

Prior to appointment, candidates will be required to pass a background check (at no cost to the candidate) including the following:

- Criminal History check
- DMV check
- Fingerprint check
- References



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**SUPPLEMENTAL QUESTIONNAIRE  
SENIOR CIVIL ENGINEER #25A-101  
CITY OF REDWOOD CITY**

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*PLEASE ANSWER THE FOLLOWING QUESTION. FAILURE TO ANSWER THE QUESTION WILL RESULT IN AN INCOMPLETE APPLICATION PACKET AND YOUR APPLICATION WILL NOT BE CONSIDERED FOR THE POSITION. (QUESTIONNAIRE RESPONSES MUST BE SUBMITTED WITH THE EMPLOYMENT APPLICATION.)*

1. Do you have prior municipal engineering experience? If yes, please explain. If no, please indicate N/A.
2. Describe the supervisory experience, training, and/or skills which have prepared you to supervise and manage staff in a professional engineering setting.
3. Describe your experience in managing and implementing Capital Improvement Plan (CIP) projects and programs.
4. Describe your experience working with partners and stakeholders including regulatory agencies, community organizations, elected officials, executive team, City support staff, and the public.

**Fine Print.** *The City of Redwood City is proud to be an Equal Opportunity Employer!*

*The Immigration Act of 1986 requires proof of identity and eligibility for employment at date of hire.*