

Foster City is a Great Place to Live, Work and Play!

ASSOCIATE ENGINEER



HISTORY

Incorporated in 1971 and named after real estate tycoon and visionary, T. Jack Foster, Foster City is a one-of-its-kind master planned community that rose out of the reclaimed marshlands of the San Francisco Bay. The original Master Plan envisioned a self-contained community with a variety of housing types, neighborhood shopping centers, waterfront lots and parks, and other commercial & industrial uses.

THE ORGANIZATION

Foster City is a General Law City and operates under the Council-Manager form of government. The five members of the City Council/EMID Board are elected to four-year terms. The City Manager is appointed by the City Council/EMID Board and serves as the chief executive of the municipal organization. Foster City is a full-service city with a total 2025-2026 budget of \$219.7 million. Projected staffing includes 181 FTEs.

MISSION

The mission of the City of Foster City is to deliver services, invest in quality infrastructure and implement policies that prioritize public safety, smart planning, a vibrant economy, fiscal stability, community connections, and a sustainable environment. In pursuit of this mission, we use community engagement and data to make decisions and measure progress based on economic, social, and environmental factors.



PUBLIC WORKS DEPARTMENT

The [Public Works Department](#) manages the City's infrastructure and construction projects and oversees the Engineering and Operations and Maintenance Divisions consisting of streets (including traffic signal system, street lighting, sweeping and signage, pavement markings and striping), lagoons, levees, drainage, buildings, the water distribution system, wastewater collection and the vehicle fleet. The Department is also comprised of the Engineering Division which manages the City's Capital Improvement Program (CIP) and reviews infrastructure improvements for private developments within the City.

THE POSITION

Under direction, performs a diverse range of professional engineering duties in support of Water and Wastewater program area which may include, but is not limited to, capital improvement projects, development services, and program support; acts as project manager for water and wastewater construction projects; provides technical support to management in assigned engineering program area; and performs related work as required.

This is the journey-level classification in the professional engineering series. Incumbents at this level perform the more difficult assignments, projects, analyses, and programs assigned to classes within the series, requiring the use of considerable discretion and independent judgment in performing assigned work and full and thorough knowledge of the concepts, practices, procedures, and policies of the City's water and wastewater programs.



IDEAL CANDIDATE

The ideal candidate will have a civil engineering background as applied to design, construction, and project management of a variety of public works facilities and projects, and experience and familiarity of federal, state, and local legal requirements and professional engineering design practices. This position will provide exposure to large-scale projects and internal collaboration and performs engineering work on water and wastewater capital improvement projects. This may include, but is not limited to, supporting the Maintenance Division with regulatory reporting and/or policy related initiatives for Water and Wastewater divisions, and the Engineering and Administration Division with delivery of CIP projects. Water and Wastewater Utility experience is desirable.

It is essential that the candidate should have project management experience from conception to completion and be able to manage a variety of projects simultaneously while developing and maintaining positive and effective working relations with others. The ideal candidate would be able to effectively communicate information to non-engineering staff or persons, both orally and in writing, which are necessary for interacting with contractors, vendors, manufacturers, and residents.

Annual Compensation

*\$134,927.52
to
\$164,005.09*

EDUCATION & TRAINING

Any combination equivalent to experience and education that could likely provide the required knowledge, skills and abilities would be qualifying. A typical way would be:

Education: Equivalent to a bachelor's degree in engineering or a directly related field.

Experience: Three (3) years of professional experience in civil engineering work including project design, plan checking, and project management.

License and Certificates:

- Possession of a valid Certificate of Registration as a Civil Engineer in the State of California, desirable.

For knowledge, skills, and abilities, review the [Associate Engineer](#) job description.

BENEFITS

The City of Foster City provides a superior benefits program which includes:

Retirement Plan: Participation in CalPERS in the 2% @ 62 retirement plan for new members and 2.7% @ 55 for classic members.

Leaves: 13 paid holidays; sick leave (8.66 hrs/month); vacation leave based on years of service; administrative leave.

Deferred Compensation: Voluntary 401(a) that include employer matching, 457(b)/VEBA (tax deferred health benefit program).

Health Benefits: Flexible benefits program including health, dental, vision, and medical/dependent care reimbursement accounts.

Work Schedule: Optional 9/80 work schedule. Telework available.

Other: Long-term disability insurance; and life insurance.



SELECTION PROCESS

The most qualified candidates will be invited to continue in the selection process. The selection process may consist of one or more of the following components: application review, performance-based exam, written exam, and panel interview. A final interview will be scheduled to fill the current vacancy following the establishment of the employment list. This list will be in effect for at least one-year. Once a top candidate is identified, we will conduct reference checks. After a conditional job offer, applicants must successfully pass a pre-employment background check and other requirements as applicable.

TO APPLY

A City/District application and supplemental questionnaire are required for consideration. Please keep in mind the closing date. Applications may be submitted online at www.calopps.org

