



SAN RAFAEL
THE CITY WITH A MISSION



SENIOR CIVIL ENGINEER

SAN RAFAEL, CALIFORNIA

Salary: \$112,404 – 136,620 DOQ/DOE

The City of San Rafael is seeking a Senior Civil Engineer. The successful candidate will be an accomplished civil engineer who possesses exceptional project management and communication skills. The Senior Civil Engineer will have experience managing complex public works capital improvement projects, proven supervisor experience, and a strong customer focus. This job is a chance to be a transformative leader advancing public projects that will serve the community for generations to come.

THE CITY & DEPARTMENT

If you are looking for an innovative, forward thinking organization where you have exceptional opportunities to advance a career, take-on exciting projects and be a part of a dynamic leadership team, then this is a great match for you!

The City of San Rafael is a full-service City with a City Council/City Manager form of government which has over 400 employees and an annual budget of \$134 million for FY 2019-20. A population of nearly 60,000 residents are represented by an elected Mayor and four elected City Council Members who serve four-year terms. As the County of Marin's largest city, San Rafael strives to be a vibrant economic and cultural center reflective of its diversity. The City has an engaged, supportive and innovative City Council that desires to sustain the beautiful natural environment.

The Department of Public Works (DPW) includes the divisions of:

- Capital Engineering
- Traffic Engineering and Land Development
- Parks and Streets Maintenance
- Administration

The Department is collegial, respectful and inclusive. If you are looking for an innovative, forward thinking organization where you have exceptional opportunities to advance a career, take-on exciting projects and be a part of a dynamic leadership team, then this is a great match for you!



CURRENT CITY PROJECTS

The Senior Civil Engineer will assist the City Engineering in managing and delivering city capital engineering projects, including City facilities, pump stations, right of way and park improvements, and many more exciting and challenging projects.

The Sonoma-Marin Area Rail Transit (SMART) train is operating in San Rafael. SMART's station in downtown San Rafael is in close proximity to the current Bettini Transit Center and is the center of public transportation in Marin County. The area is already very congested and will be further impacted by the active rail system. The second phase of the SMART train will continue from central San Rafael to the Larkspur ferry terminal sometime in late 2019. This rail extension will cross the two busiest streets in San Rafael and will impact vehicular, pedestrian and alternative modes of travel through the City.

The San Quentin Pump Station is one of the City's 12 pump stations and responsible for dewatering a large portion of eastern San Rafael. The project will construct a new pump station adjacent to the existing station in an effort to minimize disturbance to protected wetlands.

Measure E Essential Facilities projects are underway. Phase I, consisting of the replacement of three fire stations, is ongoing with one building completed and two more in construction. Phase II, the modernization of two additional fire stations, is in design with construction expected in 2020. Stations 54 and 55, built in 1964, need to be improved to meet current state and local codes for the safety of the fire fighters and the residents they serve.

The Southern Heights Bridge is a timber bridge last rehabilitated in 1981. The Southern Heights Bridge is structurally deficient and needs to be replaced. The City has nearly completed the design and plans to begin construction next year.

The Francisco Boulevard East sidewalk is utilized daily by pedestrians and bicyclists that must navigate the congestion of fire hydrants and power poles. The sidewalk directly serves to connect the City's largest disadvantaged community with the City's main transit center. This project will install an 8-foot-wide sidewalk/bike pathway on Francisco Boulevard East between Vivian Street and the Grand Avenue Bridge, thus, providing more room for pedestrians and bicyclists. The design is complete with construction to begin in summer 2020.

The Third Street Rehabilitation project is about to begin design. This more than \$12 million project will improve a major arterial street through central San Rafael that serves to connect west Marin to Highway 101. Work will include safety improvements including new signals, new sidewalks, safe bike and pedestrian pathways, and other significant improvements. Construction is anticipated to begin in 2021.



THE JOB

Under the direction of the Assistant Public Works Director/City Engineer, the Senior Civil Engineer plans, organizes, evaluates, and implements the City's Capital Improvement Program (CIP). The position supervises and performs design, construction, and construction management of Capital Improvement projects and other maintenance and/or repairs.

IDEAL CANDIDATE PROFILE

The ideal candidate will use their interpersonal skills and technical engineering expertise to meet the goals and objectives of the department and City. You will use your communication skills and strengths to deliver critical capital improvement projects. The Senior Civil Engineer will be customer service minded, an interdepartmental collaborator, an excellent project manager and a mentor to our future leaders.

Leadership/Communications/Customer Service

- Support the Assistant Public Works Director to lead a dynamic and talented staff and be interested in their professional development
- Advance an organizational culture that attracts and retains talented staff
- Be a transformational thinker and bring creative solutions to decision makers
- Use effective communication skills to work with other City staff, contractors, and the public
- Implement the Capital Improvement Program
- Be adept and comfortable delivering presentations in a public forum
- Promote a customer-oriented approach towards meeting client needs
- Facilitate project concerns that are politically sensitive
- Promote inter-departmental cooperation to further the goals of the City

Operations and Project Management

- Oversee contracts, vendor relationships, personnel, projects, quality assurance and project timelines
- Work collaboratively cross-departmentally and with other community members and organizations
- Lead and implement key projects with short timelines at a rapid pace
- Understand and adhere to local, state and federal building codes, laws and mandates
- Oversee and report on day-to-day Department operations and manage budget
- Keep CIP projects on-time and on-budget, meet deadlines, be flexible and adjust priorities as needed

Interpersonal

- Build trust with peers, contractors, community, stakeholders and county leadership
- Interact successfully with a very engaged public to present and explain traffic policies and decisions
- Be self-directed, motivated, detail oriented and flexible
- Demonstrate transparency, a strong work ethic, and integrity



— Employment Standards —

Any combination of education and experience that demonstrates possession of the requisite knowledge, skill and abilities. A typical way to obtain these would be:

- Bachelor's degree in Civil Engineering. Five (5) years of increasingly responsible post degree engineering experience managing complex construction and maintenance projects and consultants. A master's degree may substitute for 1 year of post degree engineering experience.

Licenses

- Registration as a Civil Engineer in the State of California
- Ability to obtain a valid California Driver's License upon hire.

COMPENSATION & BENEFITS

The City of San Rafael offers an attractive compensation and benefits program. The salary range for this position is **\$112,404 – 136,620** annually, DOQ/DOE, and a competitive benefits program including:

- **Retirement:** The City is a part of the Marin County Employees Retirement Association (MCERA—1937 Act County System) plan, which offers reciprocity between agencies in CalPERS; PEPRA employees receive 2% @ 62 formula, highest 3 year average compensation.
- **Health Insurance:** Full flex cafeteria plan which can be applied to a health plan or converted to cash (\$835.94 employee only; \$1,623.22 employee +1; \$1,761.19 family level; \$300.00 opt-out payment)
- **Dental and Vision Insurance**
- **Life and Long-Term Disability Insurance:** \$5,000 basic life and long-term disability is two-thirds of the salary, up to \$1,000/month
- **Deferred Compensation – City contributes 1%**
- **Annual Leave:** Vacation ranges from 10 –25 days (depending on years of service), 12 days sick leave, 11 holidays and 2 floating days
- **Work Week:** 37.5 hour week



HOW TO APPLY

This position is open until filled. For first consideration **APPLY BY OCTOBER 29, 2019**; however, candidates are encouraged to submit as soon as possible.

— Apply at: <https://www.calopps.org/san-rafael/job-19926030>

QUESTIONS?

Please contact: Rhonda Castellucci
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