



We invite applications for the position of:  
**SENIOR ENGINEER**  
**\$13,625 - \$16,243 MONTHLY**  
Plus a comprehensive benefits package

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## The City of San Mateo Public Works Department is looking for Senior Engineers!

### The Department?

The Public Works Department is comprised of Regulatory Compliance, Engineering, Field Maintenance, Facilities/Fleet, Wastewater Treatment, and Asset Management Divisions. Each division is led by one of two Deputy Directors, who report to the Director of Public Works. The department is responsible for the City's major capital projects and infrastructure including streets, streetlights, traffic signals, publicly owned facilities, sewer and storm conveyance systems, wastewater treatment plant (WWTP), pump stations, a major lagoon, dams, and levees; as well as solid waste and environmental programs. The City of San Mateo wastewater treatment facility and collection system are undergoing major renovation projects over the next five years valued over \$100 million dollars through the Clean Water Program. The Department is responsible for regulatory compliance related to Stormwater, Pretreatment, Green Infrastructure, and other environmental programs, as well as public outreach to raise awareness to the general public and other stakeholders about these issues.

The Public Works Department is committed to high performance standards, utilizing best practices relative to performance management and team-oriented approaches. Our mission is to enhance the community and its environment by providing sustainable stewardship and innovative approaches to Public Works services.

Look to some of the reasons why the City of San Mateo is a great place to work, [https://www.youtube.com/watch?v=GTIzeSpc\\_g](https://www.youtube.com/watch?v=GTIzeSpc_g)

### The Position

**One (1) vacancy will focus on general capital improvement projects (streets, storm, bridges, etc.), one (1) vacancy will focus on construction and maintenance of facilities at the wastewater treatment plant, and one (1) vacancy will focus on private development reviews.**

The Senior Engineers in the Capital Improvement Program (CIP) and Wastewater Treatment Plant (WWTP) sections supervise and participate in the conduct of complicated engineering planning, design, and investigation activities. The Senior Engineer in the Development Services (DS) section will lead staff, consultants, and applicants through the private development permitting processes.

Some duties may include, but are not limited to, the following:

- Supervise and participate in the development of designs, plans, specifications, and estimates for the construction of public works projects.
- Coordinate with contractors, construction managers, construction inspectors, and the design engineers to resolve issues during construction.
- Coordinate with the staff at the WWTP especially the Plant Manager, Operations Superintendent, and Maintenance Superintendent to make sure the WWTP operations and maintenance needs are incorporated into the projects as well as the impacts to ongoing operations during construction are considered and addressed.
- Inspect project sites to assist in solution of difficult problems; interpret specifications and City policy and make change orders.
- Review plans for construction prepared by private engineers.
- Check computations and specified materials for accuracy and compliance with regulations.
- Upgrade City standard plans and specifications; review subdivision and parcel maps.
- Serve as staff to a variety of City commissions, boards, and committees on public works engineering matters.
- Prepare periodic project status reports.
- Prepare various applications for state and federal grants.
- Review and make recommendations on technical reports and studies.
- Assist in the preparation of the capital improvement plan and budget.
- Participate in the selection and supervision of private professional engineers for the development of plans, specifications, studies, and reports.
- Coordinate engineering-related activities with other City departments, divisions, and sections and with outside

agencies.

- Confer with staff regarding project priorities and programs.
- Assist in preparing and administering the operating budget.
- Supervise, train, and evaluate professional and technical subordinates.

The Senior Engineer receives general direction from the Engineering Manager or higher-level personnel and exercises direct and indirect supervision over professional and technical engineering personnel.

For a complete list of duties, reference our job specifications at <https://www.cityofsanmateo.org/DocumentCenter/Index/86>

### **Knowledge and Abilities**

- You possess knowledge of principles and practices of engineering; modern methods and techniques used in the design and construction of a wide variety of public works engineering projects; modern developments, current literature, and sources of information regarding the assigned areas of assignment; applicable laws and regulatory codes relevant to design and construction in the area of assignment; and principles of supervision, training, and performance evaluation.
- You possess the ability to make complex engineering computations and to check, design, and supervise the construction of a wide variety of public and private facilities; communicate clearly and concisely, orally and in writing; use a variety of drafting and engineering apparatus; and supervise, train, and evaluate professional and technical subordinates.

### **Minimum Qualifications**

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

- After receiving professional engineer's license, four years' experience in professional engineering work in areas of assignment.
- Equivalent to a Bachelor's degree from an accredited college or university with major work in civil engineering or a closely related field.

### **License or Certificate:**

- Possession of a Certificate of Registration as a professional civil engineer in the State of California.
- Possession of, or ability to obtain, a valid California driver's license.

### **Bonus Points (*highly desirable*)**

- Experience working for a municipal / local government agency
- Supervisory experience
- Capital Improvement Project experience (CIP division)
- Construction management experience in an industrial or wastewater treatment plan (WWTP division)
- Civil land development design and/or review experience (Development division)

### **What We Offer**

- *Salary:* \$13,625 - \$16,243/month
- Comprehensive benefits package including generous paid leave and health benefits
- CalPERS retirement (2% @ 55 for classic members; 2% @ 62 for new members). Classic employees contribute 7.0% to CalPERS and New members contribute 7.50% to CalPERS
- Participation in the Social Security Program
- City contribution of 1.5% of base salary to a 457 Deferred Compensation Plan, and 1.0% match to the Employee's voluntary contribution.
- The City contributes 0.25% of base salary to a Retiree Health Savings Account
- Free Fitness classes through City of San Mateo Parks and Recreation
- Credit Union Membership
- Bilingual Differential \$90 biweekly (if applicable)
- This classification is represented by the San Mateo Management Association Unit. For more information, please refer to the [Management Association's Benefits Summary](#).

### **Are You Ready? Apply.**

Submit an online application, résumé, and supplemental questionnaire at [www.calopps.org](http://www.calopps.org) or to the Human Resources Department, City of San Mateo, 330 W. 20<sup>th</sup> Avenue, San Mateo, CA 94403, (650) 522-7260.

### **Application Deadline**

Recruitment will close by **July 31, 2026 @ midnight. or upon receipt of the first 150 applications**, résumés, and supplemental questionnaires, whichever occurs first.

### **Interview Process**

All applications, résumés (*required*) and responses to supplemental questions received will be reviewed for minimum qualifications. A fully completed application is required; a résumé does not replace the information required on the employment application, including work history. Applications with "see résumé" as a substitution for the work experience description, those with none or unclear current/past employment information, or those with insufficient information to evaluate possession of minimum qualifications will not be considered; missing information cannot be assumed. A limited number of the most highly qualified applicants will be invited to participate in the examination process, which may consist of an oral panel interview, written exercise, training and experience application review, or in the form of a practical demonstration of skill and ability, or any combination of these; **a Zoom oral panel interview is tentatively scheduled for August 19, 2026.**

An employment list will be established from those who pass the examination process. Current and future vacancies may be filled from this list. The list will remain in effect for at least six months with the possibility of an extension for an additional six months. Once placed on an employment list, and at the time a vacancy occurs, eligible candidates may be contacted by the hiring department and scheduled for additional department interviews.

***"Together, We Make Our Community Stronger."***

**Date Posted: June 22, 2026**

Note: *The City of San Mateo reserves the right, at its discretion, to limit the number of qualified candidates invited to the selection process. ALL RESPONSES WILL BE CONDUCTED VIA THE EMAIL ADDRESS PROVIDED IN YOUR ONLINE APPLICATION. Therefore, it is imperative that you provide an email address to which you have access, and it is recommended that you frequently check your email for notices from: [sanmateo@CalOpps.org](mailto:sanmateo@CalOpps.org)*

### **Fine Print**

*Prior to hire, candidates will be required to successfully complete a pre-employment process, including a driving record review, reference check, and Department of Justice (DOJ) and Federal Bureau of Investigation (FBI) background checks. A conviction history will not necessarily disqualify an applicant from appointment.*

*The City of San Mateo is an Equal Employment Opportunity Employer. It is the intent and desire of the City of San Mateo that equal employment opportunity will be provided in recruiting, hiring, training, promoting, wages, benefits, and all other privileges, terms and conditions of employment.*

*In compliance with the Americans with Disabilities Act, applicants requiring accommodations for any part of the testing or recruitment process must notify [humanresources@cityofsanmateo.org](mailto:humanresources@cityofsanmateo.org) or (650) 522-7260 seven (7) days in advance of the deadline for the part of the process requiring accommodations. Do not upload any documents related to your request for accommodation in CalOpps. The City of San Mateo complies with employment provisions of the Americans with Disabilities Act.*

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# CITY OF SAN MATEO

## Senior Engineer

### Supplemental Questionnaire

*Please provide answers to the following questions, limiting your response to one (1) page each. Responses to the supplemental questions will be used in the selection process. Usage of Artificial Intelligence (AI) software (e.g., ChatGPT) is not acceptable. Neatness, clarity of expression, grammar, spelling, and ability to follow instructions will be considered in evaluating your responses. Failure to answer the questions will result in an incomplete application packet and your application will not be considered for the position; do not put "see resume" or copy parts of resume/work duties as a response. (Questionnaire responses must be submitted with the employment application.)*

1. Of the three divisions seeking to fill vacancies (CIP, WWTP, DS), which division are you primarily applying for? You may choose to apply for multiple.
2. Describe your experience with capital project delivery, including planning, design, and construction phases (CIP).
3. Describe any experience you have with managing projects involving wastewater liquids and solids processing, industrial plant processes, or pump stations and force mains (WWTP).
4. Describe your experience with civil engineering design and/or review with relation to local agency permitting processes (DS).