County of Santa Cruz

INVITES YOU TO APPLY FOR:



Roads Design Engineer

***The official title for this position is Civil Engineer**

Open and Promotional
Job # 26-EE1-3A

Closing Date: Friday, November 27, 2026

County Equity Statement

Equity in action in Santa Cruz County is a transformative process that embraces individuals of every status, providing unwavering support, dignity, and compassion. Through this commitment, the County ensures intentional opportunities and access, fostering an environment where everyone can thrive and belong.

Salary: $10,176 – 12,877 / Month
Candidates may be eligible for relocation assistance

The current vacancies are within the **Road Design, Traffic & Development** and the **Water/Wastewater (Sanitation) Engineering** sections of the Department of Community Development and Infrastructure, Public Works Division.

For the **Roads Design position**, we are looking for a Transportation Engineer to prepare and oversee engineering designs, plans and specifications for the construction of roadway improvement projects including bridges and retaining walls. **The ideal candidate** has experience in roadway design, including bridges and retaining walls. They are skilled in

reviewing and approving plans for compliance, managing projects, overseeing consultants and resolving complex engineering challenges.

For the **Traffic & Development** position, we are looking for a Transportation Engineer to review development projects, design and manage traffic improvement projects, and work with a variety of stakeholders to create safer, more efficient transportation systems. **The ideal candidate** is skilled in designing and managing traffic and safety improvement projects, analyzing complex traffic issues, and developing practical transportation solutions.

For the **Water/Wastewater** position, we are looking for a Wastewater/Water Design Engineer to plan, design, and support construction of water and sewer force mains, pump stations, and gravity sewer systems. Experience designing pressurized systems and pump stations is desirable. **The ideal candidate** has experience with hydraulic modeling and capacity analyses, sizing system components, and preparing AutoCAD Civil 3D drawings and specifications for both rehabilitation and new construction projects.

THE JOB: Under general direction, performs difficult and responsible professional civil engineering work in the field and office; may act as resident engineer on very large or complex construction projects; may supervise subordinate professional and sub-professional engineering personnel; and performs related duties as required.

The **Road Design** section is responsible for design work of various County transportation capital improvement projects, as well as storm damage road repair projects and bridge rehabilitation projects.

The **Traffic & Development** section is responsible for reviewing and analyzing the traffic components of development proposals and designing transportation plans and projects. Projects/activities also include traffic signal design, complete street design, prepare traffic control plans, and prepare transportation planning documents.

The **Water/Wastewater (Sanitation) Engineering** section is responsible for the design and management of improvements for one domestic water system, one recycled water system, three sanitary sewer districts, and several County Service Areas; facilities include pump stations and small treatment plants.

The option for remote work may be available following successful completion of the probationary period, depending on the nature of the work and operational needs. In accordance with current policy, all positions are required to work onsite for a minimum of three days per week, subject to operational requirements.

During the life of the eligible list, the list established from this recruitment may be used to fill current and future vacancies in the following sections: Construction Management, Encroachments, Stormwater Management, and Survey.

The Traffic Engineering/Development Review section is responsible for reviewing and analyzing the traffic components of development proposals and designing transportation plans and projects. Projects/activities also include traffic signal design, complete street design, prepare traffic control plans, and prepare transportation planning documents.

The Construction Management section manages construction projects for the various programs of the Public Works Department; these include projects for Roads, Water/Wastewater (Sanitation), Storm Water and Flood Control.

The Encroachments section regulates work in the County Road right-of-way by the public or other agencies and issues permits for this work. Typical permitted projects include driveways, utility work, street improvements, and tree work within the County right-of-way. The Encroachments section also conducts construction site inspections related to permitted work, investigation of reported illegal encroachments, and correspondence with other County staff, permittees, and members of the public.

The Stormwater Management section is responsible for ensuring that development meets the stormwater management requirements of the Public Works County Design Criteria. This section is also responsible for reporting NPDES requirements to the RWQCB. Senior Engineering Associates in this section may review stormwater management aspects of building permits and development applications; and be involved in complex post construction compliance and inspections; and other related duties.

The Survey section is overseen by the County Surveyor and is responsible for checking and recording Records of Survey, County Surveys, parcel maps and subdivision maps; maintaining survey records; determining boundaries of County owned properties, including roads, rights of way, easements, and County controlled areas. The Surveying section also has a survey crew that performs field studies for engineering staff as well as construction staking. Senior Engineering Associates in this section typically work on the survey crew and use state-of-the-art surveying equipment and software and have knowledge of survey research, analysis of boundaries and right of way deeds, mapping and surveying documents, and other related duties.

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

Three years of experience performing as a registered engineer performing duties comparable to an Associate Civil Engineer in Santa Cruz County.

SPECIAL REQUIREMENTS AT TIME OF APPLICATION:

- Possess and maintain a valid California Class C Driver License. (Must respond to field emergencies and inspections in County pick-up).
- **Possession of a valid certificate of registration as a Civil Engineer issued by the California State Board of Registration for Professional Engineers.**

Within two years of the date of hire, the employee in the lead position over the Building Plans Checkers must obtain certification by the ICBO as a Building Inspector AND one of the following specialty certifications: Plumbing Inspector, Mechanical Inspector, Electrical Inspector, Plans Examiner, Combination Inspector, or Building Code Accessibility Usability Specialist.

Knowledge: Thorough knowledge of civil engineering practices and procedures including design, construction methods and techniques, strength and properties and uses of materials, hydraulics, specification, and structural engineering and hydrology and hydraulic design engineering, surveying methods and construction. Working knowledge of engineering mathematics and economics; laws and ordinances related to design and construction standards; road structure design and testing procedures and equipment, and materials inspection. Some knowledge of the application of data processing to solve engineering problems and of the principles and practices of traffic engineering and sanitary engineering.

Ability to: Plan and design complex public works projects/facilities; review engineering plans and specification prepared by private builders, contractors and/or consultants; make inspections of all phases of engineering work in progress; coordinate work of contractors and County staff; enforce contract specification and requirements; make accurate estimates of cost of materials and construction time; perform with a minimum of supervision; enforce common safety practices and procedures; prepare and present clear, concise and comprehensive reports; establish and maintain effective working relations with others; assign, schedule and review the work of subordinates on an assigned project; and present technical material to a nontechnical audience; and input, access and analyze data using a computer terminal.

THE EXAMINATION: Your application and supplemental questionnaire will be reviewed to determine if you have met the education, experience, training and/or licensing requirements as stated in the job announcement. If you meet these criteria and are one of the best qualified, you may be required to compete in any combination of written, oral and/or performance examinations or a competitive evaluation of training and experience

as described on your application and supplemental questionnaire. You must pass all components of the examination to be placed on the eligible list. The examination may be eliminated if there are ten or fewer qualified applicants. If the eligible list is established without the administration of the announced examination, the life of the eligible list will be six months, and your overall score will be based upon an evaluation of your application and supplemental questionnaire. If during those six months it is necessary to administer another examination for this job class, you will be invited to take the examination to remain on the eligible list.

HOW TO APPLY: Apply online at www.santacruzcountyjobs.com or mail/bring an application and supplemental questionnaire to: Santa Cruz County Personnel Department, 701 Ocean Street, Room 510, Santa Cruz, CA 95060. For information, call (831) 454-2600. Hearing Impaired TDD/TTY: 711. Applications will meet the final filing date if received: 1) in the Personnel Department by 5:00 p.m. on the final filing date, 2) submitted online before midnight of the final filing date.

Women, people of color and people with disabilities are encouraged to apply. If you have a disability that requires test accommodation, please call (831) 454-2600.

To comply with the 1986 Immigration Reform and Control Act, Santa Cruz County verifies that all new employees are either U.S. citizens or persons authorized to work in the U.S.

Some positions may require fingerprinting and/or background investigation.

ROADS DESIGN ENGINEER – SUPPLEMENTAL QUESTIONNAIRE

The supplemental questions are designed specifically for this recruitment. Applications received without the required supplemental information will be screened out of the selection process. Employment experience referred to in your response must also be included in the Employment History section of the application.

NOTE: Please answer the question(s) below as completely and thoroughly as possible, as your answer(s) may be used to assess your qualifications for movement to the next step in the recruitment process.

1. Do you have at least three years of responsible engineering experience?

○ Yes ○ No

2. Do you possess the equivalent to a Bachelor's degree from an accredited college or university with major course work in civil engineering or a closely related field?

○ Yes ○ No

3. Do you possess a current and valid Certificate of Registration as a Professional Engineer issued by the State of California?

○ Yes ○ No

If yes, please list the number and expiration date of your certificate.

_____

4. Please check the appropriate engineering disciplines consistent with your engineering license and experience.

Check all that apply:

- ○ Permit Engineering Group
- ○ Road Design
- ○ Construction Management
- ○ Water /Wastewater (Sanitation)
- ○ Traffic Engineering
- ○ Encroachments
- ○ Stormwater Management
- ○ Survey

5. Do you have experience preparing cost estimates and project budgets?

- I have no experience or very limited experience performing these tasks
- I have some experience performing these tasks but would need additional training
- I have performed these tasks independently under normal supervision
- I have extensive experience performing these tasks and have trained and/or supervised others in the performance of these tasks

If you indicated any experience, please briefly describe it. If you indicated no experience, please state "none."

6. Do you have experience designing and/or managing and overseeing construction of public infrastructure improvements such as roads, water utilities, sewer, and drainage?

- I have no experience or very limited experience performing these tasks
- I have some experience performing these tasks but would need additional training
- I have performed these tasks independently under normal supervision
- I have extensive experience performing these tasks and have trained and/or supervised others in the performance of these tasks

If you indicated any experience, please briefly describe it. If you indicated no experience, please state "none."

7. Do you have experience completing projects with planning and regulatory agencies such as county and city planning departments, Caltrans, Fish & Wildlife, and the Regional Water Quality Control Board?

- I have no experience or very limited experience performing these tasks
- I have some experience performing these tasks but would need additional training
- I have performed these tasks independently under normal supervision
- I have extensive experience performing these tasks and have trained and/or supervised others in the performance of these tasks

If you indicated any experience, please briefly describe it. If you indicated no experience, please state "none."

8. Do you have experience in transportation engineering and transportation planning work such as developing and reviewing land development traffic studies, developing transportation planning documents, and implementing bicycle/pedestrian/safe routes to school improvement projects?

- I have no experience or very limited experience performing these tasks
- I have some experience performing these tasks but would need additional training
- I have performed these tasks independently under normal supervision
- I have extensive experience performing these tasks and have trained and/or

supervised others in the performance of these tasks

If you indicated any experience, please briefly describe it. If you indicated no experience, please state "none."

EMPLOYEE BENEFITS:

ANNUAL LEAVE – 22 days first year, increasing to 37 days after 15 years of service. Available for vacation and/or sick leave.

HOLIDAYS – 14 paid holidays per year.

BEREAVEMENT LEAVE – 3 days paid in California, 5 days paid out-of-state.

MEDICAL PLAN – The County contracts with CalPERS for a variety of medical plans. For most plans, County contributions pay a majority of the premiums for employees and eligible dependents.

DENTAL PLAN – County pays for employee and eligible dependent coverage.

VISION PLAN – County pays for employee coverage. Employee may purchase eligible dependent coverage.

RETIREMENT – Pension formula 2% at age 60 or 2% at age 62 as determined based on provisions of the CA Public Employees' Pension Reform Act of 2013(PEPRA). Pension benefit determined by final average compensation of three years. County participates in Social Security.

LIFE INSURANCE – County paid $20,000 term policy. Employee may purchase additional life insurance.

DISABILITY INSURANCE – Employees in the General Representation Unit participate in the State Disability Insurance (SDI) program. This program is funded 100% by employee payroll deductions.

DEPENDENT-CARE PLAN – Employees who make contributions for child or dependent care may elect to have their contributions made utilizing "pre-tax dollars."

H-CARE PLAN – Employees who pay a County medical premium may elect this pre-tax program.

HEALTH CARE FLEXIBLE SPENDING ALLOWANCE (HCFSA) – Employees may elect this pre-tax program to cover qualifying health care expenses.

DEFERRED COMPENSATION – A deferred compensation plan is available to employees

Note: Provisions of this bulletin do not constitute an expressed or implied contract.