



County of Santa Cruz

invites you to apply for

Resident Engineer

*The official title for this position is Engineering Associate

Supplemental Questionnaire Required

Open and Promotional

Salary: \$7,725–9,761 / Month

Closing Date: Friday, October 10, 2025

Live here, Work here, Play here

www.santacruzcountyjobs.com

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.

THE JOB

Under direction, to perform the more difficult and complex office and field engineering tasks related to design, land surveying, traffic engineering, construction plan review, contract administration or inspection of County construction projects, landfill facility improvements, related facilities; and to do other work as required. **The current vacancy is in the Construction Management Division of the Department of Community Development & Infrastructure, Public Works division.**

The Construction Management section is responsible for construction management of public construction projects overseen by Public Works as well as inspection of sub-division and private commercial site improvements. Engineering Associates in this section may work as a Resident Engineer on construction projects overseeing the contract administration, ensuring conformance with plans, specifications and engineering standards, and other related duties.

The list established from this recruitment will also be used to fill upcoming vacancies during the life of the eligible list for the various sections of the Department of Community Development & Infrastructure, Public Works division, which may include Road Design, Sanitation Engineering, Encroachments, Surveying, Permit Engineering, and Stormwater Management.

Road Design

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. Engineering Associates may be responsible for drafting, design, and reviewing projects; preparing RFP's; updating design standards and criteria; reviewing engineered projects, improvement plans and other projects for conformance to engineering standards, conditions of the development permit; and other related duties.

Sanitation Engineering

The Sanitation section is responsible for overseeing public sewer and water systems, including engineering, permitting, and operations. Engineering Associates in this section may be responsible for drafting, designing, and reviewing projects; preparing RFP's; working with the Public on sewer or water related issues; inspection of sewer or water improvements; updating design standards and criteria; reviewing engineered projects, improvement plans and other projects for conformance to engineering standards, conditions of the development permit; and other related duties.

Encroachments

The Encroachment 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.

Survey

The Surveying 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. 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.

Permit Engineering

Permit Engineering is a newer section established primarily to review building and development permits for site development engineering, geotechnical and geologic standards, and review and approval of sub-divisions and associated improvement plans. Engineering Associates in this section may be responsible for reviewing development applications for conformance with Public Works County Design Criteria, County Grading and Erosion Control codes; and inspect improvements on private developments as well as subdivisions; and other related duties.

Stormwater Management

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. 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 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:

Four years technical engineering experience performing construction inspection, design, contract administration or related engineering work.

SPECIAL REQUIREMENT: Possess and maintain a valid California Class C Driver's License.

REQUIRED KNOWLEDGE AND ABILITIES CAN BE FOUND HERE:

<https://www2.santacruzcountyca.gov/personnel/Specs/EC9spec.html>

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 on 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 Human Resources 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 Human Resources 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.

SUPPLEMENTAL QUESTIONNAIRE

RESIDENT ENGINEER

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. Describe your experience with construction and/or field inspection, plan review, contract administration, or other work related to construction and/or engineering.
2. Describe your experience working with the public and/or contractors. Write about a challenging or rewarding experience and what you learned from it.
3. Describe how you successfully manage communication and coordination for projects with fast-paced timelines and a heavy workload.

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.