County of San Diego
County Traffic Engineer

Anticipated Hiring Range:
$142,000 to $152,000 Per Year
Plus Excellent Benefits
**COUNTY TRAFFIC ENGINEER**

The Department of Public Works (DPW) of the County of San Diego is seeking applications from qualified individuals for County Traffic Engineer. The County Traffic Engineer will report to a LUEG Program Manager and will be assigned to the Transportation Division of the Department of Public Works. The County Traffic Engineer will serve as the traffic expert on professional engineering matters related to the traffic system design and operations and assures maximum safety of county-maintained roads. The position will:

- Provide technical leadership in the design, installation, maintenance, and operation of traffic control devices such as traffic signals, traffic signs, and pavement markings
- Direct and monitor work progress of technical staff to ensure roads are properly signed and marked by providing engineering requirements for signs, lighting and safety features
- Support the development review teams in analysis of private development and their impact on the County road system by establishing appropriate transportation mitigation and safety improvements
- Perform and review transportation-related studies to ensure compliance with adopted transportation safety and level of service standards
- Represent the County at Statewide Committees, and the County Traffic Advisory Committee in matters relating to transportation and traffic safety
- Testify in deposition or in court either as expert witness or as most knowledgeable person on road related lawsuits
- Review deviations from County public road standards that need be considered for private and public development projects and recommend approvals
- Provide detailed analysis to the County Prosecuting Attorney’s Office on litigation issues involving roadway safety and design
- Provide a high level of customer service by reviewing and responding to residents’ requests and work with elected officials and their staff to resolve traffic and safety concerns

**THE POSITION**

When you drive on county roads, fly from a neighborhood airport, or pull over for that snowplow on your way to Julian, you have interacted with our department. Our vast network of sewage pipes and pump stations, flood channels and water detention facilities keep things flowing for you all year long. During storm events, we keep the channels and drains clear to minimize flooding.

Nearly all your county public infrastructure is designed, built, managed or operated by our team. We stand for safe communities, sustainable environments, and healthy families.

[Click here](#) for more information about the Department of Public Works.

As part of the County’s Land Use & Environment Group, the Department of Public Works is here to help you thrive and look forward to serving you.
The ideal candidate for County Traffic Engineer will possess a professional history that demonstrates the following leadership competencies and attributes:

- Relates to a wide range of styles and personalities
- Seeks to understand perspectives and needs of others
- Demonstrates an understanding of multiple stakeholder needs
- Actively seeks opportunities to improve status quo
- Motivated to perform beyond the requirements of the position
- Perseveres in the face of obstacles; tenacious
- Mentors and coaches managers, peers, and leaders
- Carefully considers implications and impact of decisions across time and on others
- Understands multiple perspectives, agendas, goals, etc.
- Candidly addresses performance issues in a timely manner
- Negotiates well, settles differences, and maintains relationships
- Builds and supports mutually beneficial relationships with other organizations, associations, and community contacts
- Demonstrates desire to improve self
- Sets and achieves challenging goals for self
- Follows through on commitments
- Seeks feedback and corrects course
- Carefully adapts message to others
- Acts as a consensus builder and easily establishes rapport with stakeholders
- Demonstrates strong teamwork and collaboration skills
- Possesses the ability to integrate data from many sources before drawing conclusions and take action

It is highly desirable that the candidate have substantial relevant experience in a public or private agency or organization with strong management, leadership, and interpersonal skills. They will also possess the ability to communicate effectively, in verbal and written form, when interpreting and explaining highly technical engineering concepts and County policies and procedures.
Applicants must possess the following:

The minimum qualifications for County Traffic Engineer consist of the following:
1. A valid registration as a Professional by the State of California as a Traffic Engineer and Civil Engineer; AND;
2. A bachelor’s degree from an accredited college or university, or certified equivalency for foreign studies, in engineering, transportation, or a closely related field; AND;
3. Five (5) years of experience performing traffic engineering duties.

COMPENSATION
The anticipated hiring range is $142,000 to $152,000 annually.

Salary placement for this position is dependent upon the qualifications of the successful candidate. Salary reviews are performance-based and goal oriented.

BENEFITS
- 15 days of paid vacation, 13 days of paid sick leave, and 14 paid holidays
- Medical, dental, and vision insurance plans
- Disability Insurance, Life Insurance, and Accidental Death/Dismemberment Insurance
- Flexible Management Benefit Package – a monthly credit may be used to select benefits from a group of options
- Defined benefit retirement program
- Reciprocity with other governmental retirement systems may be granted; for further information, visit the website for the San Diego County Employees Retirement System
- Deferred Compensation Program 457 and 401(a) plans
- May be eligible for relocation allowance up to $15,000
- Click here to view the detailed benefit plan for Unclassified Management (UCL)
With just under 3.5M residents, San Diego County includes a mixture of urban and rural communities, from coastal beachfront to mountains and desert. It is the second most populous county in the state of California and the fifth largest county in the United States. The County of San Diego is one of the most award-winning and innovative agencies in the nation and relies on a structure emphasizing accountability, efficiency, and customer service, ensuring the County’s success in creating a region that is just, sustainable, and resilient.

The County of San Diego and its employees embrace the vision of: a just, sustainable, and resilient future for all. Our values include: integrity, equity, access, belonging, excellence, and sustainability. Each of which are infused throughout our operations. While also embracing a mission of strengthening our communities with innovative, inclusive, and data driven services through a skilled and supported workforce. Click here for more information on our Strategic Plan (sandiegocounty.gov) as well as our commitment to serve everyone, to build a Framework for the Future that will create a County that works for all.

The County of San Diego is committed to valuing diversity and practicing inclusion because our diverse workforce is our greatest asset, and our customers are our number one priority.
**SPECIAL NOTES**

Persons serving in positions in the Unclassified Service do not accrue tenure and serve at the pleasure of the appointing authority. The provisions of this job announcement may be modified or revoked and do not constitute an expressed or implied contract. Qualified women, minorities, and persons with disabilities are encouraged to apply. Reasonable accommodation may be made to enable qualified individuals with disabilities to perform the essential functions of a job, on a case-by-case basis.

**CONTACT INFORMATION**

You may direct any questions regarding the application and selection process to Bryan Faircloth, Executive Recruiter, Department of Human Resources at bryan.faircloth@sdcounty.ca.gov.

Questions regarding the position or department should be directed to Lydia Lopez, Group Human Resources Director for the Land Use and Environment Group at Lydia.Lopez@sdcounty.ca.gov.

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**HOW TO APPLY**

**APPLICATION PROCESS AND RECRUITMENT SCHEDULE**

1. Complete the online application at [www.sandiegocounty.gov/hr](http://www.sandiegocounty.gov/hr); select Current Job Postings, Job Number 22031607U.

2. Attach a copy of your college degree, final transcripts, or foreign studies equivalency certificate (if education was obtained outside of the U.S.), as well as any related professional licenses or certifications.

*Beginning July 1, 2022, the Department of Human Resources will remove personally identifiable information from all new recruitments. This practice, called Blind Applicant Screening, will hide a candidate’s personal information that could influence or bias a hiring decision. Personal information includes name, phone number, address, gender, age and race. This process will help contribute to a fair and equitable selection process leading to a more diverse and inclusive workforce.

*Please make sure to update the Work History in your application profile to match your resume. Hiring managers will only receive the redacted application (without resumes) to make a determination of which candidates they will interview. Resumes will be sent to hiring managers at the time interviews are scheduled.

A first review of applications will take place the week of August 17, 2022.

*Interested candidates are encouraged to apply as soon as possible for consideration.*