



Field Engineering Manager

(Actual Job Class: LUEG Program Manager)

Department of Public Works

Transportation Division- Field Engineering



Anticipated Hiring Range: \$150,000 - \$163,000 Annually

THE POSITION

Field Engineering Manager

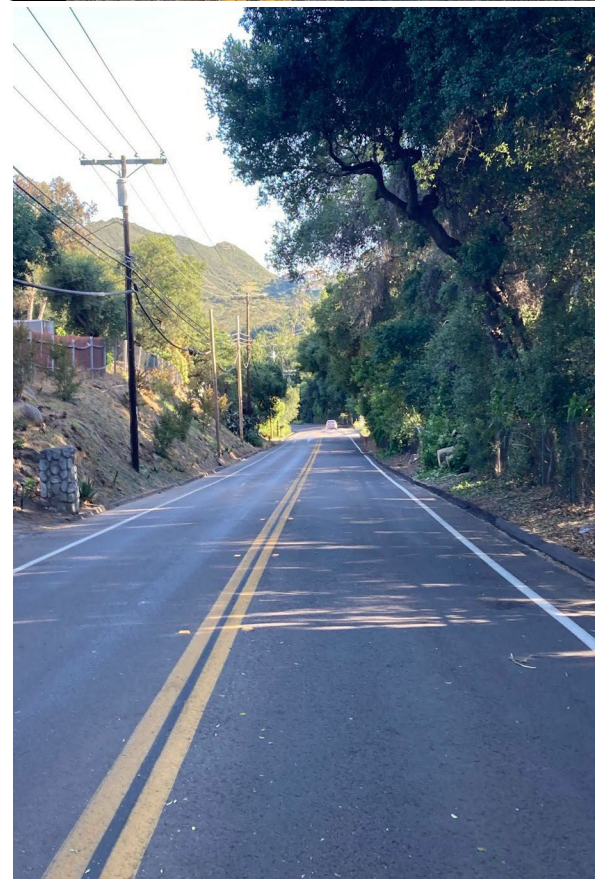
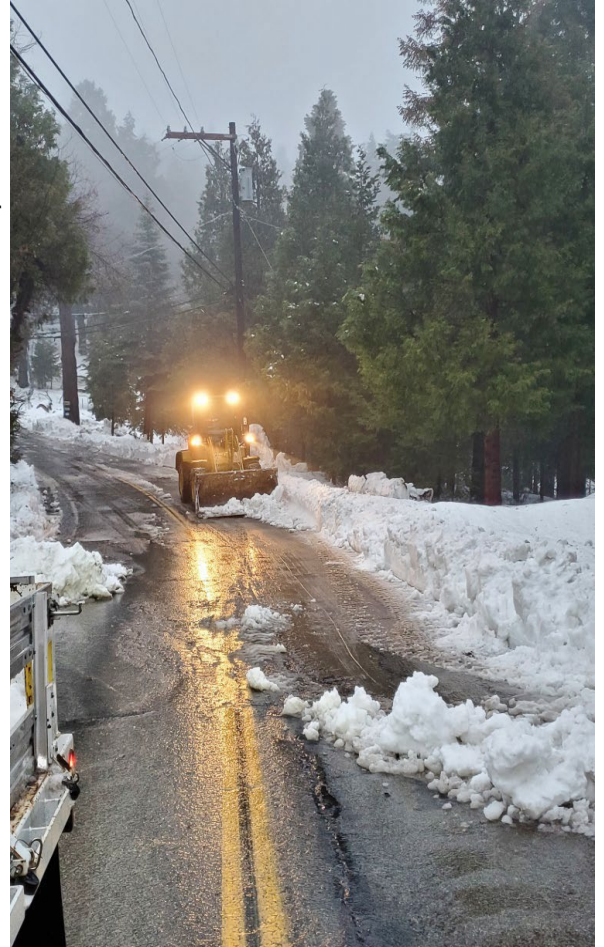
(Actual Job Class: LUEG Program Manager)

The County of San Diego, Land Use & Environment Group (LUEG) is seeking a highly motivated and experienced leader to manage and oversee the Field Engineering section of the Transportation Division of the Department of Public Works.

Field Engineering consists of over 20 staff including project managers, engineers, and maintenance coordinators who oversee the engineering, planning, and asset management of nearly 2,000 miles of County-maintained roadways, to keep them in a safe and operable condition. Roadway assets include pavement, storm drains, sidewalks, bike lanes, guard rails, and other critical roadway features. Field Engineering also oversees stormwater BMP maintenance, Cleanup and Sanitation Program, and the County's road database.

The **Field Engineering Manager** is responsible for, but not limited to:

- Plans and manages the work of more than 20 County staff in the Field Engineering section.
- Works closely with executive management, Board of Supervisors offices and elected officials, community groups, and various agencies and municipalities.
- Directs work for field maintenance projects while complying with laws, policies and procedures and meeting engineering requirements.
- Prepares the annual budget, monitors and tracks the financials of the assigned programs. Provides budget briefings to the Director.
- Engages with community members and responds to resident concerns and service requests.
- Oversees the inventorying of assets, performs condition assessments, prioritizes maintenance projects, and many other tasks.
- Maintains the County's Road Database (Road Registrar).



THE IDEAL CANDIDATE

The ideal candidate will possess the following:

- Five (5) years of professional engineering experience including two (2) years of management or supervision
- Licensure as a professional civil engineer in the State of California
- Knowledge of principles, practices and concepts of roadway design and maintenance operations including public works construction means and methods
- Knowledge of construction safety codes and regulations
- Skill and ability to demonstrate effective leadership
- A solid foundation in principles and practices of program planning, development and implementation and records management
- Experience in supervising, planning and managing the work of employees
- Experience in establishing, monitoring and tracking budgets for annual programs
- Experience in making presentations to governmental officials, community groups, and professional groups
- Experience in planning, procuring and negotiating consultant services and task orders
- Experience in asset management and programming timely routine maintenance for roadway infrastructure

The ideal candidate will also possess a professional history that demonstrates the following leadership competencies and attributes:

- Actively seeks opportunities to improve status quo and develop new efficiencies using creative thinking and technology
- Motivated to perform beyond the requirements of the position
- Demonstrates strong teamwork and collaboration skills
- Capitalizes on opportunities and manages risks
- Understands the nuances between public and private land surveying practices
- Formulates objectives and priorities and implements plans consistent with the long-term interest of the organization
- Recognizes strengths and weaknesses of others and how best to manage them
- Builds and supports mutually beneficial relationships with other organizations, associations, and community contacts
- Communicates well with executive level management



MINIMUM QUALIFICATIONS



Applicants must possess the following:

A bachelor's degree from an accredited U.S. college or university or certified foreign studies equivalency AND five years of experience that demonstrates the ability to perform the essential functions of the classification which must include at least two years (2) of management or supervision; OR a combination of experience and/or education as stated above.

Notes: A master's degree or higher degree may substitute for a total of one year of experience and cannot be applied to the required one year of supervision.

Qualifying experience will include CAO Staff Officer or Project Manager experience that involves leading teams.

SALARY & BENEFITS

COMPENSATION

The anticipated hiring range is \$150,000 to \$163,000 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, 10 days of paid executive time off, 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
- View the detailed Benefit Plan for [Unclassified Management \(UCL\)](#)
- 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 Association](#)
- Deferred Compensation Program 457 and 401(a) plans
- May be eligible for relocation allowance up to \$15,000



THE DEPARTMENT

The Department of Public Works (DPW) consists of five divisions responsible for a variety of activities. These range from the construction and maintenance of roads and highways in the unincorporated areas of the county, to the management of the region's sanitation and flood control districts. It also includes construction, operation and maintenance of regional general aviation airports, such as McClellan-Palomar Airport in Carlsbad and Gillespie Field in El Cajon.

DPW is responsible for: County-maintained roads; traffic engineering; land development civil engineering review; design engineering and construction management; land surveying and map processing; watershed quality and flood protection; County Airports; solid waste planning, recycling and diversion; inactive landfills; wastewater systems management; and special districts. DPW has an annual operating budget of \$365.5 million with a total of 624 employees.

[Click here to learn more about DPW.](#)



TRANSPORTATION DIVISION

The Field Engineering Manager resides in DPW's Transportation Division, which includes Airports, Field Engineering, and Traffic Engineering.

The Field Engineering Section provides engineering and planning support for road maintenance operations on nearly 2,000 miles of roadway throughout the unincorporated areas San Diego County. The [DPW Roads Website](#) hosts additional information related to processes under their supervision.



THE COMMUNITY OF SAN DIEGO

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.

SAN DIEGO WEATHER AVERAGES

- **HIGH TEMPERATURE:** 70°F
- **LOW TEMPERATURE:** 58°F
- **RAINFALL:** 10.4 INCHES



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.



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 \(sandiegocounty.gov\)](https://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.

HOW TO APPLY

APPLICATION PROCESS AND RECRUITMENT SCHEDULE

You may complete an online application at www.sandiegocounty.gov/hr; select the current job postings link, job number 23031507UFE. Please attach a copy of your college degree, final transcript, diploma, or completion letter.

A first review of applications will be completed on October 10, 2023. The deadline to apply is October 24, 2023.

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 resumé. Hiring managers will only receive the redacted application (without resumé) to make a determination of which candidates they will interview. Resumé will be sent to hiring managers at the time interviews are scheduled.

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 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.

