

Senior Engineer, Municipal Water System



Great work environment, varied work, vital service

THE CITY

Known as the “Capital of Silicon Valley,” the City of San José plays a vital economic and cultural role anchoring the world’s leading region of innovation. Encompassing 178 square miles at the southern tip of the San Francisco Bay, San José is Northern California’s largest city and the 10th largest city in the nation. With more than one million residents, San José is one of the most diverse large cities in the United States. San Jose’s transformation into a global innovation center has resulted in one of the largest concentrations of technology companies and expertise in the world, including major tech headquarters like Cisco, Adobe, Samsung, and eBay as well as start-ups and advanced manufacturing.

San Jose’s quality of life is unsurpassed. Surrounded by the Diablo and Santa Cruz mountain ranges and enjoying an average of 300 days of sunshine a year, residents have easy access to the beaches along the California coast including Santa Cruz, Monterey, and Carmel; Yosemite and Lake Tahoe in the Sierra Nevada; local and Napa Valley wine country, and the rich cultural and recreational life of the entire Bay region.

San José has received accolades for its vibrant neighborhoods, healthy lifestyle, and diverse attractions from national media including Business Week and Money magazines. The downtown area is home to high-rise residential projects, theaters, museums, and diverse entertainment attractions such as live music, live theater, cafes, restaurants, and nightclubs. Inquiring minds are served by the Tech Museum of Innovation, the San José Museum of Art, and many local galleries and venues. Nineteen public school districts and over 300 private and parochial schools provide residents with a range of educational choices. Universities in and near the city include San José State University, Santa Clara University, Stanford University, and three University of California campuses.

In 2011, the City adopted Envision San José 2040, a long-term growth plan that sets forth a vision and a comprehensive road map to guide the City’s anticipated growth through the year 2040. The Plan proactively directs significant anticipated growth in new homes and workplaces into transit-accessible, infill growth areas and supports evolution toward a more urban landscape and lifestyle. The San José area is powered by one of the most highly educated and productive populations in America. More than 40 percent of the workforce has a bachelor’s degree or higher, compared with 25 percent nationally. Forty percent of San José residents are foreign born, and 50 percent speak a language other than English at home.

San José is proud of its rich cultural diversity and global connections, and the essential role the City plays in connecting residents and businesses to the nation and the world.

CITY GOVERNMENT

The City of San José is a full-service Charter City and operates under a Council-Manager form of government. The City Council consists of 10 council members elected by district and a mayor elected at large. The City Manager, who reports to the Council, and the executive team provide strategic leadership that supports the policymaking role of the Mayor and the City Council and motivates and challenges the organization to deliver high quality services that meet the community’s needs. The City actively engages with members of the community through Council-appointed boards and commissions.

In addition to providing a full range of municipal services including police and fire, San José operates an airport, municipal water system, a regional wastewater treatment facility, over 200 neighborhood and regional parks, an accredited zoo, and a library system with 24 branches. The City also oversees convention, cultural, and hospitality facilities that include the San José McEnery Convention Center, Center for the Performing Arts, California Theater, Mexican Heritage Plaza, and the SAP Center San José – home of the National Hockey League’s San José Sharks.

City operations are supported by 6,413 positions and a total budget of to \$3.7 billion for the 2018-2019 fiscal year. San José is dedicated to maintaining the highest fiscal integrity and earning high credit ratings to ensure the consistent delivery of quality services to the community. Extensive information regarding San José can be found on the City’s website at www.sanjoseca.gov.

THE ENVIRONMENTAL SERVICES DEPARTMENT (ESD)

The Environmental Services Department (ESD) is a place where people do great work and make a difference, with a mission to deliver world-class utility services and programs to improve our health, environment and economy. ESD delivers essential services that keep San José strong and healthy. ESD’s Core Services are:

- Wastewater Management
- Water Utility
- Recycled Water
- Recycling and Garbage Services
- Stormwater Management
- Natural and Energy Resources Protection

ESD also provides leadership on issues of international importance. In 2018, ESD implemented Climate Smart San José, a new initiative to reduce air pollution, save water and improve quality of life – providing a sustainability guiding philosophy that will decrease greenhouse gas emissions and ensure the vitality of San José for decades to come.





To see some work ESD has accomplished in the past year, review the [ESD 2018 Annual Report](#).

THE WATER RESOURCES DIVISION

The Water Resources Division (Division) is comprised of three sections: Municipal Water System (MWS), South Bay Water Recycling (SBWR), and Operations and Maintenance (O & M). The Division provides potable water service through the MWS to the communities of Evergreen, North San José/Alviso, Edenvale, and Coyote. The MWS consists of 350 miles of pipeline, 15 pump stations, 14 wells, and 18 reservoirs, and serves a growing population of over 115,000 in a 33.3 square mile service area. The Division also provides recycled water service through the SBWR system to the cities of San José, Santa Clara, and Milpitas. In addition, the Division also leads water conservation efforts for the City of San José.

For more information about the department, please visit the website <http://www.sanjoseca.gov/index.aspx?nid=195> or @sjenvironment on Twitter, Facebook, and Instagram. What is it like to be an ESDer? Watch this video: [Day in the Life](#). **Join to make a difference!**

THE POSITION

Serving as the technical lead for a team of engineers and technical staff, the MWS Senior Engineer manages and implements a water supply master plan to serve current and future customers; develops new water supply infrastructure; manages the Capital Improvement Program (CIP), and ensures continued compliance with water quality standards. There is no typical day with this position; you will not be bored.

In addition to solid engineering expertise, exceptional team building and personnel skills are critical in this role. The ideal candidate will enjoy mentoring staff and have some background working with operations and maintenance groups. You will have the opportunity in this position to expand your experience and knowledge in a collaborative environment. As Senior Engineer flexibility and an openness to reviewing multiple options is a must.

The Senior Engineer is also responsible for preparing the annual CIP budget and ensuring that projects are completed on time and on budget in accordance with AWWA Standards. Duties will also include the planning and implementation of infrastructure installation and replacement projects and/or programs, and local and regional water coordination for the MWS. The goal is for incumbent to acquire the necessary knowledge, experience, and certification as necessary to effectively support the growth of a mid-sized drinking water utility.

This position is responsible for work of considerable difficulty in managing and supervising the MWS, a group of engineering and technical staff performing work related to the operation, improvement, and long-term reliability planning for the MWS. The position reports to the Principal Engineer of the MWS.

Typical duties include but are not limited to:

- Leads and manages the work group including: prioritizing and assigning work, conducting performance evaluations, ensuring staff is trained, making hiring, termination, and disciplinary recommendations.
- Directs and reviews CIP projects, including assessment of plans and specifications for conformance to established standards.
- Leads and/or oversees the formulation, preparation, and implementation of master plans, water operation plans, and water quality monitoring plans.
- Represents the City with contractors, consulting firms, and/or public agencies at meetings concerning City policy and/or engineering projects. Works effectively and tactfully in associated communications.
- Performs technical research and complete thorough analyses of engineering and financial data and reports, as needed to identify and implement recommended actions.
- Directs the collection and analysis of field data and prepares recommendations.
- Ability to obtain California State Water Distribution Operator Certification.

Appointments to this position require disclosure of outside investments, real property interests, income, and business positions through Form 700. More information on requirements and disclosure can be found at this website – <http://www.fppc.ca.gov/Form700.html>

POSITION COMPETENCIES

The ideal candidate will possess the following competencies, as demonstrated in past and current employment history.

Job Expertise – demonstrates knowledge of and experience with applicable professional/technical principles and practices, Citywide and departmental procedures/policies and federal and state rules and regulations, including:

Analytical Thinking – approaches a problem or situation by using a logical, systematic, sequential approach.

Collaboration – develops networks and builds alliances; engages in cross-functional activities.

Communication Skills – effectively conveys information and expresses thoughts and facts clearly, orally and in writing; demonstrates effective use of listening skills; displays openness to other people's ideas and thoughts.

Leadership – leads by example; demonstrates high ethical standards; remains visible and approachable and interacts with others on a regular basis; promotes a cooperative work environment, allowing others to learn from mistakes; provides motivational supports and direction.

Planning – acts to align own unit's goals with the strategic direction of the organization; defines tasks and milestones to achieve objectives, while ensuring the optimal use of resources to meet those objectives.

Problem Solving – approaches a situation or problem by defining the problem or issue; determines the significance of problem(s); collects information; uses logic and intuition to arrive at decisions or solutions to problems that achieve the desired outcome

Teamwork & Interpersonal Skills – develops effective relationships with co-workers and supervisors by helping others accomplish tasks and using collaboration and conflict resolution skills.

Minimum Qualifications

- 1. Education:** Bachelor's degree from an accredited college or university in the field of Civil or Mechanical Engineering, or a closely related field.
- 2. Experience:** Five (5) years of progressively responsible professional engineering experience in Civil or Mechanical Engineering, or closely related engineering field.
- 3. Licenses or Certificates:** Professional Engineer Certification in Civil or Mechanical Engineering. If P.E. from another state, a California P.E. must be obtained within one year of date of hire. Candidate must also possess or be able to obtain a valid Class C California Driver License.
- 4. Employment Eligibility:** Federal law requires all employees to provide verification of their eligibility to work in this country. Please be informed that the City of San Jose will NOT sponsor, represent or sign any documents related to visa applications/transfers for H1-B or any other type of visa which requires an employer application.

COMPENSATION & BENEFITS

The salary range for this position is **\$109,283.20 – \$138,236.80** annually. In addition to the starting salary, employees in this classification will also receive an approximate five percent (5%) on-going non-pensionable pay. The actual salary will depend upon the qualification and experience of the individual selected.

The salary is supplemented by an attractive benefits package that includes but is not limited to:

Retirement – Competitive defined benefit retirement plan with full reciprocity with CalPERS; defined contribution plan available as an option.

Health Insurance – The City contributes 85 percent towards the premium for the lowest cost non-deductible plan. There are several plan options.

Dental Insurance – The City contributes 100 percent of the premium of the lowest priced plan for dental coverage.

Personal Time Off – Vacation is accrued initially at the rate of three weeks per year with amounts increasing up to five weeks after 15 years of service. Executive Leave of 40 hours is granted annually and depending upon success in the Management Performance Program could increase to up to 80 hours. Sick Leave is accrued at the rate of 8 hours per month.

Holidays – The City observes 14 paid holidays annually.

Deferred Compensation – The City offers an optional 457 Plan.

Flexible Spending Accounts – The City participates in Dependent Care Assistance and Medical Reimbursement Programs.

Insurance – The City provides a term life insurance policy equal to two times annual salary. Long-term disability and AD&D plans are optional.

Employee Assistance Program – The City provides a comprehensive range of services through EAP.

Union – This position is covered by the Association of Engineers and Architects (AEA), IFPTE Local 21, Unit 043 MOA. For further information about the MOA, follow this link:
<http://www.sanjoseca.gov/DocumentCenter/View/35545>

For more information on the employee benefits, visit the City's benefits website: <http://www.sanjoseca.gov/index.aspx?NID=707>.

APPLICATION & SELECTION PROCESS

The recruitment is open until filled with the first applicant screening occurring on **July 8, 2019**. To be considered for this challenging and rewarding career opportunity, please submit your cover letter, resume (resume should reflect years **and** months of positions held), and list of three to four supervisor references at this webpage – <https://secure.cpshr.us/escandidate/JobDetail?ID=467>

References will **not** be contacted early in the process and advance notice will be provided to you before they are contacted.

Please contact Executive Recruiter, Teresa Webster, at twebster@cpshr.us or 916-471-3462 if you have any questions or would like to learn more about this position.

