



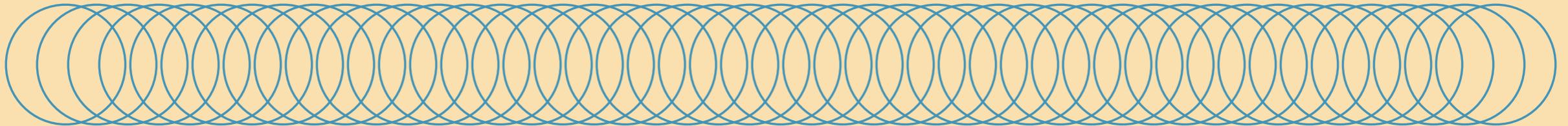
COUNTY OF MARIN

invites your interest in the position of

Principal Civil Engineer (Engineering)



The mission of the Marin County Department of Public Works is to provide the community with quality services, maintain and improve public infrastructure and facilities, and support the preservation of Marin's unsurpassed beauty.



Exciting Career Opportunity to join a Dynamic Team!

A statewide and national search is currently underway to attract a highly experienced professional wishing to join a robust and high-performance organization. The Principal Civil Engineer serves as the Engineering division head, assigned as the manager in-charge dealing with engineering related projects.

At the core of the County of Marin, across all departments, is a commitment to be inclusive, innovative and to continue to grow a culture of openness, transparency and ethical leadership. Teamwork and collaboration are also of vital importance in this new organizational structure. These highly regarded values provide a foundation for more frequent and meaningful dialogue with external stakeholders as well as operational units, divisions, and other departments on a county-wide basis. Top candidates for this position will be comfortable addressing challenging issues that require problem-solving, resolution and compromise to move the Engineering Division forward.



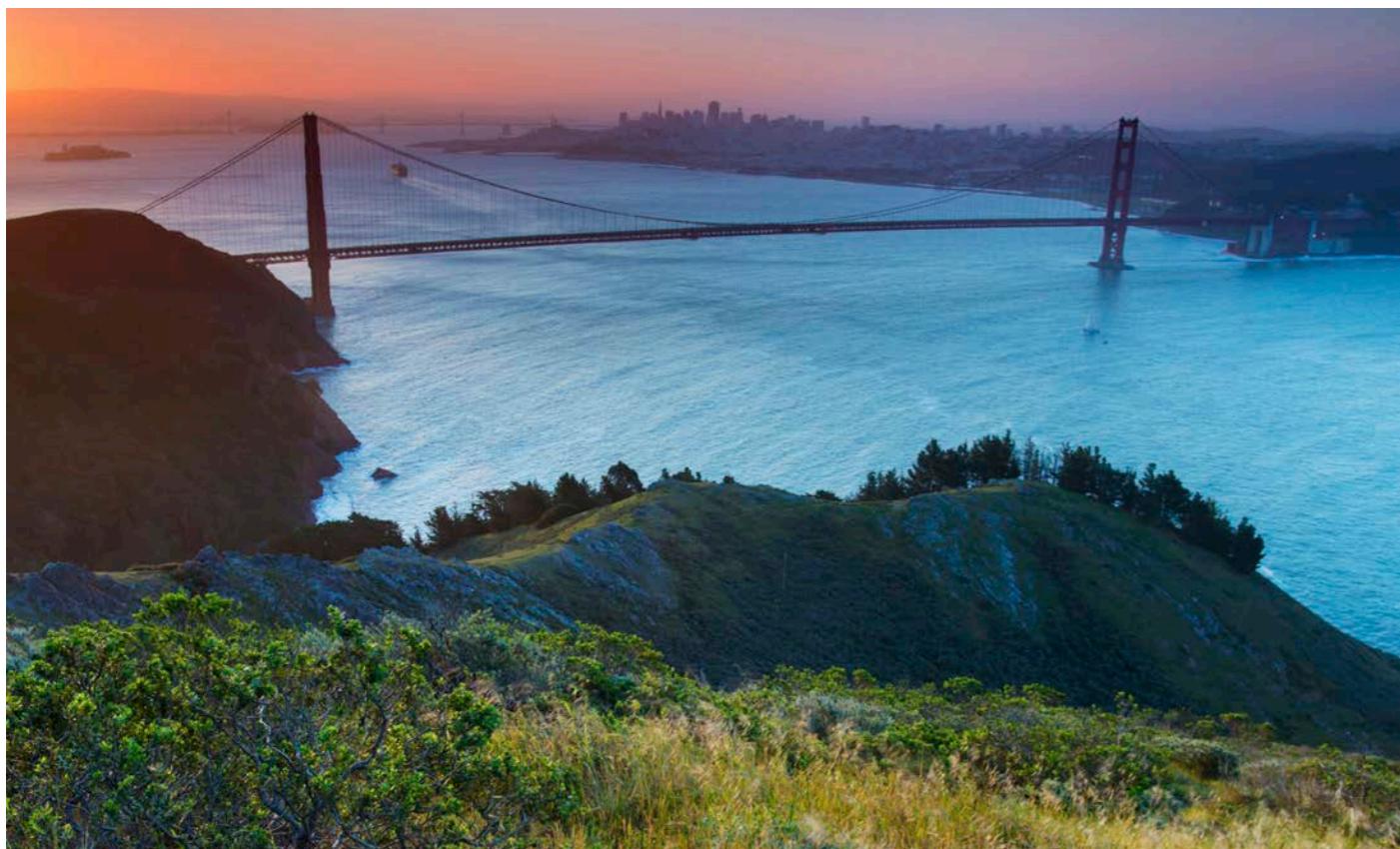
To learn more go to: Department of Public Works (www.marincounty.org/depts/pw) and [FY2022-24 County Budget](#).

Live, Work, and Enjoy the Outdoors in Picturesque Marin County



Marin County, located in the hills northwest of San Francisco across the Golden Gate Bridge, is a beautiful, temperate refuge from the more urbanized regions of the Bay Area. With a total population of about 260,000, Marin County residents enjoy a high quality of life in one of the most spectacular metropolitan areas of the world. Marin County has a diversified economic base, including a mix of insurance, medical, pharmaceutical, technology, financial, and retail employers. George Lucas' Skywalker Ranch is also located in Marin County as well as a few subsidiaries of Lucasfilm.

Outdoor activities are plentiful with access to the bay, the ocean, hiking trails, road and mountain biking, vineyards in Napa and Sonoma, wildlife viewing, agritourism, and the Muir Woods National Monument. Marin County is the birthplace of mountain biking. The Marin County Civic Center is a complete campus designed by Frank Lloyd Wright, "the greatest American Architect of all time."





County Government

Marin County is a General Law County. The County is governed by five members of the Board of Supervisors, each of whom represents one of the five voting districts of the County. The County employs over 2,200 employees in 22 agencies. The Board's priorities for the future include (1) preserving and increasing affordable housing and addressing homelessness, (2) building a racially equitable community, (3) reducing carbon emissions and adapting to climate change, (4) enhancing disaster preparedness, and (5) investing in county infrastructure. The total budget for all funds is \$717 million.

Eleven incorporated cities and towns are located within Marin County, including the county seat of San Rafael. The central and most visible location of Marin County government is the Marin County Civic Center in San Rafael, which was designed by Frank Lloyd Wright and is on the National Register of Historic Places.

This diverse organization strives to uphold a set of core values: respect, trust, integrity, diversity, equity, excellence, accountability, innovation, and collaboration. These values help to maintain and enhance public trust and help achieve high quality service outcomes. The County is committed to being a well-managed organization that relies on the talents of its workforce to succeed.

Important for candidates to know, the County of Marin is a high-performance organization and has embarked on an organizational performance management program designed to foster a culture of continuous improvement and learning. This innovative approach ("Marin Compass") is a county-wide effort to align all county departments to at least one of three county strategies:

*Healthy
Communities*

*Safe
Communities*

*Sustainable
Communities*

Department of Public Works

The Department of Public Works consists of 21 Divisions, which administer a variety of programs including capital improvement, disability access, and engineering projects; maintenance of county roads and buildings, communications facilities, and vehicles; flood control, watershed planning, land development, and permitting; as well as general service functions such as accounting and administration. Due to the topography of the region, flood control is of critical importance and the Director acting as the District Engineer is often involved in the multiple flood control districts that exist county-wide. Additionally, the Department also provides the county-wide purchasing function.



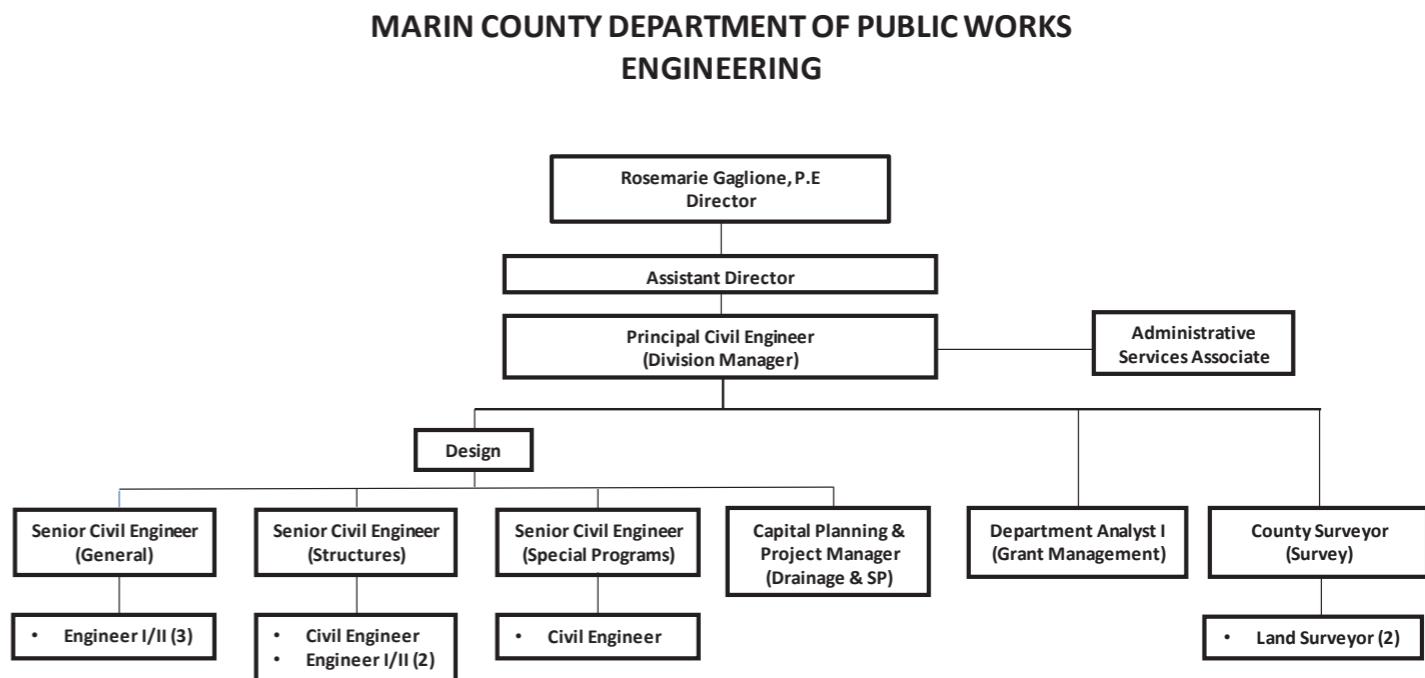
Oversight and Responsibilities of the Principal Civil Engineer (Engineering)

This position reports to an Assistant Director of Public Works. The position is the Principal Civil Engineer classification that functions as the Division Manager for the Engineering Division (Engineering). This position manages a staff of 16.

Engineering maintains over 420 miles of roadway across unincorporated Marin County, and the condition of that road network is crucial to the daily lives of the diverse communities of Marin. Keeping the roads network operational is a major responsibility and massive undertaking for Public Works, requiring year-round strategic planning. In addition to focusing on maintaining this infrastructure, the specific goal of improving overall roadway condition has been one of the main priorities for the Marin County Board of Supervisors since they initiated the Road & Bridge Rehabilitation Fund in 2014 to support this program.

In terms of making road improvements, projects become exponentially more intensive and expensive as the condition of the road deteriorates. A good road generally only requires preventative maintenance projects to keep it in good standing, whereas a failed road needs full-depth reconstruction that is costly and time consuming. For example, \$1 million could fund maintenance for 15 miles of good roadway versus only 1 mile of failed roadway being rehabilitated.

The paving program, [**revised in June 2021**](#), utilizes the PCI scores and strives to keep the roads that are in the "Good" category in that condition by completing a maintenance cycle every seven years. Funding is allocated accordingly to first maintain the roads in the good condition category and then address targeted roads in the other three categories, eventually bringing those roads up into the good condition category. The ultimate goal is to have the full County-maintained roads network reach "Good" status.



Oversight and Responsibilities of the Principal Civil Engineer (Engineering) continued

The County is working to replace/rehabilitate five bridges in various parts of Marin County. The work includes federal Highway Bridge Program Funds, which are administered through the California Department of Transportation (Caltrans) Local Assistance Program.

These federal grant funds will be used to conduct environmental studies, perform public outreach, secure permits, perform right-of-way services, develop engineering plans, and to construct each of these bridges.

Permanent Road Division (PRD) pursuant to [**California Streets and Highways Code, Sections 1160-1197**](#) which provides property owners a mechanism to pay for private road improvements is also administered by Engineering.

The position regularly interacts with surrounding local government agencies, community and stakeholder groups, and is often responsible for contractors and consultants.

The Principal Civil Engineer is also responsible for developing and administering operating and capital budgets, administering contracts, procurement, grant management (i.e., FEMA, Bridge and Highway, among other grants), and interfacing with Transportation Authority of Marin ("Tam") and Metropolitan Transportation Commission ("MTC").

This position is also required to provide support to the Director of Public Works on presentations to the Board of Supervisors and various engineering related issues.

Examples of the broader responsibilities for this position include:

- Plan, organize, manage, and coordinate the activities of the Engineering Division; establish, implement, and evaluate division goals, priorities, objectives, and work processes; coordinate division activities with those of other divisions, departments, agencies, and organizations to ensure effective cooperation on all governmental levels; ensure division activities comply with County, State and Federal codes, regulations, and guidelines.
- Select, train, assign, supervise, and evaluate supervisors, professional, technical, and other assigned staff.
- Confer with and serve as a resource to staff and other agencies on technical subjects.
- Direct the preparation of project plans, specifications, and related data; advise staff on policy and procedural matters related to the work.
- Negotiate and prepare contracts.
- Prepare and approve documents for projects such as bid proposals.
- Review consultants' work for contract conformance and assist County Counsel staff in resolving contract disputes.
- Inspect and monitor progress of projects to ensure compliance with plans and specifications; write, review, and approve progress reports.

Oversight and Responsibilities of the Principal Civil Engineer (Engineering) continued

- Prepare, justify, and manage annual and long-range budgets for the Engineering Division; review, authorize, and control expenditures.
- Make presentations to the Board of Supervisors, various boards and commissions, and prospective funding agencies on such matters as budget issues and project proposals.
- Review and analyze legislative impact on existing regulations and requirements.
- Serve as witness in court, as needed.

Attributes of the Ideal Candidate

In addition to being ethical, well qualified and experienced, the new Principal Civil Engineer (Engineering) will be leader with a strategic approach to managing in a robust and vibrant environment. Fundamental will be a strong desire to be part of a larger team effort and work collaboratively. These attributes are of particular importance as the Public Works Department addresses all of the typical public works related issues as well as the emphasis on proactively and aggressively embracing challenges.

Candidates for consideration will be well served in this culture by having strong interpersonal skills that support frequent and effective communication. The top contender for this specific position will not only have the engineering related skills but will also have a leadership style that is empowering, respectful, and is rooted in genuine concern for others. This ideal candidate will also appreciate the varied skills and contributions of the broad spectrum of individuals in the organization. Importantly, this top candidate will also have a spirit of innovation and be adept at quickly bringing solutions for consideration and implementation.

Highly regarded will be the ability for this top candidate to embrace and embody the County's focus on diversity, equity, inclusion, and belonging and have demonstrated this throughout their career history.

The ideal candidate will also be adept at managing in a fast-paced and dynamic environment. Both diplomatic and decisive, this Division Head will work with a sense of urgency and timeliness, keeping focused on progress and continued improvement to the vast engineering needs of Marin County.

Qualifications – Education, Experience, and License

Bachelor's degree is not required. Applicants will be screened on the basis of the following requirements:

Experience: Minimum of five years of increasingly responsible professional engineering experience. At least two years of the required professional experience must have included functioning in a supervising capacity.

License: Possession of registration as a professional engineer (civil) in the State of California is required at time of submittal.

➤ **For out-of-state candidates**, an exception may be granted for highly qualified individuals in this specific career field if they are currently holding an active out-of-state PE (civil) license. This will allow the selected candidate to obtain the PE (civil) equivalent license in California as a condition of continued employment with the County. **PE license must be awarded prior to the first anniversary date of employment.** No extensions will be granted.



Compensation and Benefits

The salary range for this position is \$147,160 to \$178,901. Placement within the range will be based on career experience and overall qualifications of the selected candidate.

The County of Marin offers a full benefits package including Medical, Dental, Vision, Pension/Retirement, deferred compensation, and flexible spending accounts. Retirement is offered through Marin County Employees' Retirement Association (MCERA) at www.mcera.org.

Application and Selection Procedure

This position is open until filled. To be considered for this exceptional career opportunity, **apply immediately** by submitting a resume and cover letter. Comprehensive resume should reflect years and months of employment, beginning/ending dates, and specific highlights of engineering related projects to align with the oversight of the Engineering Division.

Every effort will be made to accommodate a mutually agreeable start date as soon as possible.

Submit requested material to: apply@ralphandersen.com.

For further information, contact Project Director, Ms. Heather Renschler at (916) 630-4900 or heather@ralphandersen.com.

Website: www.ralphandersen.com.

Responses to written supplemental questions may also be required as well as submittal of sample work products. Additionally, due to the heightened need for strong public presentation skills, presentation done via screen-sharing may be part of the selection process.

Finalist interviews will include one-on-one interview with the Director of Public Works, Rosemarie Gaglione, and other key leadership in the Public Works Department.

An appointment will be made following comprehensive reference background checks.





Marin County is an Equal Opportunity Employer and values diversity at all levels of the organization.

Learn More

[County of Marin Website](#)

[Public Works Department](#)

[LinkedIn](#) | [Facebook](#) | [Twitter](#)