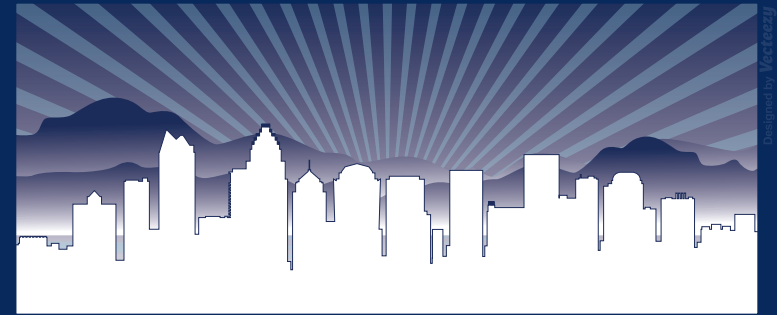




Charlotte

North Carolina

invites your interest in the position of



City Engineer



Recruitment Services Provided by Ralph Andersen & Associates



An Opportunity to Lead

The award-winning City of Charlotte is recruiting nationally for a highly experienced City Engineer. Reporting to the General Services Director, this position will be responsible for leading collaborative, strategic initiatives for capital project delivery based on priorities of the City Council, City Manager, and Department, and contributing to organizational development. Examples of strategic focus areas include: Transportation; Planning and Environment; Workforce and Business Development; Safe Communities; Great Neighborhoods; Budget and effectiveness; and Project excellence.

The successful candidate must be results-driven and have a proven and verifiable track record of leadership with large scale programs and projects. This is truly an exciting opportunity to live and work in one of America's best-performing cities. The next City Engineer will contribute their abilities to lead diverse functions and programs and deliver significant capital projects that continuously support and improve the quality of life in Charlotte. The successful candidate should be a proven leader who inspires and empowers professional staff to achieve results through collaboration, robust analysis, and excellent decision-making.

Why the City of Charlotte?

People love to live in Charlotte. Charlotte-Mecklenburg has one of the highest immigration rates in the nation. In fact, the area consistently ranks in the top 10 most popular destinations to move to in the U.S. and Charlotte is the second fastest-growing large city in the country. Why Charlotte? Low cost of living and high quality of life. With a population of more than 2.3 million, the Charlotte metropolitan area offers all of the advantages and amenities of a major urban area with the feel of a small town. The City of Charlotte's population of approximately 897,000 is growing rapidly every day, making it the largest city in the region and the 15th largest city in the United States.

Charlotte enjoys a vibrant, balanced economy that encompasses many sectors and companies that range in size from multinational to microbusiness. The business variety helps make Charlotte's economy one of the healthiest and strongest in the Nation. Diverse business interests shelter the city from problems that can result from slowdowns and other economic challenges. The solid base also facilitates exceptionally strong growth during economic upswings. Charlotte's most surprising characteristic is that this southern city is home to some of the largest corporations in the world. Five Fortune 500 companies are headquartered in Mecklenburg County. Another two Fortune 500 companies are headquartered in the Charlotte metro area: Home improvement giant Lowe's is based out of Mooresville, North Carolina, and Domtar is headquartered in Fort Mill, South Carolina. This ranks the Charlotte metro area 20th nationally in metros with Fortune 500 headquarters. North Carolina claimed the top spot in Site Selection magazine's listing of the most competitive states for economic development in 2015. The magazine also ranked North Carolina as the second best business climate in North America, second only to Georgia. The Queen City has such a pro-business environment that 291 of Fortune's top 500 companies have placed one or more facilities within the region.



The City of Charlotte *continued*

Charlotte is firmly established as one of the country's most recognized and respected regional health care centers. Cutting-edge facilities offer top-notch care, and a very wide network of senior living facilities supports relocating professionals with family members in need of such services. Charlotte offers a nationally acclaimed level of higher education. The 51 colleges and universities within the area serve more than 222,000 students. Charlotte-Mecklenburg Schools (CMS), the public school system serving Mecklenburg County, continually ranks as one of the best urban systems in the country. Thirty-four CMS schools were recently named honor schools of excellence or distinction by the state of North Carolina. Charlotte neighborhoods and residences have distinct personalities and offer diverse housing options. At any given time, more than 20,000 homes are available to choose from.

Charlotte's thriving arts community enhances an already rich and stimulating quality of life. Symphony, dance, theater, opera, art museums and a wide range of other venues are supported by the community. A large number of arts venues are located downtown within walking distance of each other and the LYNX Blue Line light rail. If sports are your pleasure, Charlotte has it all: NFL, NBA, NASCAR, PGA, MLL, USL, AAA baseball, and an NHL/AHL affiliate, not to mention collegiate sports. Outdoor recreation opportunities abound in Charlotte: canoeing and kayaking at the U.S. National Whitewater Center; boating and fishing on lakes Norman, Mountain Island, and Wylie; golfing on courses that are accessible from all residential and business areas; skiing in the Appalachian Mountains; and camping, horseback riding, hiking and more.

Nothing could be finer than Charlotte's North Carolina weather. Four distinct seasons with balanced summers and winters prevail. Extreme conditions are rare, allowing year-round use of the city's 17,600 acres of parks, 37 miles of greenways and more than 30 public and private golf courses. The City of Charlotte is truly a marvelous place to live, work, and raise a family.

City of Charlotte Vision and Mission

Vision

Charlotte is America's Queen City, opening her arms to a diverse and inclusive community of residents, businesses, and visitors alike; a safe family-oriented city where people work together to help everyone thrive.

Mission

The mission of the City of Charlotte is to ensure the delivery of quality public services and to promote the safety, health and quality of life of its citizens.

Guiding Principles

- We will attract and retain a skilled and diverse workforce
- We value teamwork, openness, accountability, productivity and employee development
- We will provide all customers with courteous, responsive, accessible and seamless quality services
- We will take initiative to identify, analyze, and solve problems
- We will collaborate with stakeholders to solve problems and make decisions.



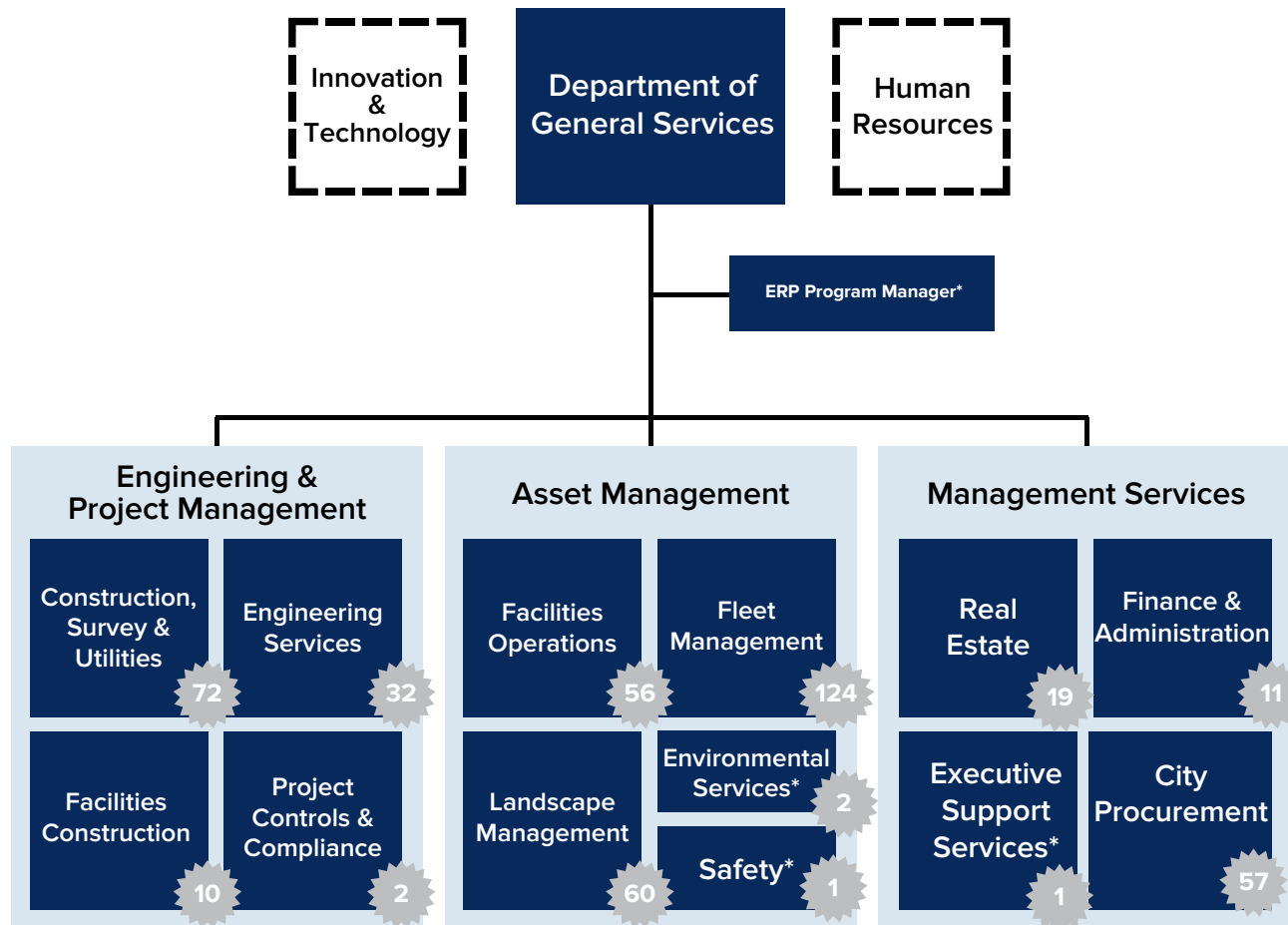
CITY OF CHARLOTTE ORGANIZATION



City Government

The City of Charlotte, incorporated in 1768, is named after Queen Charlotte, wife of England’s King George III and her birthplace of Mecklenburg-Strelitz in Germany. The “Queen City” is governed by the council-manager form of government with a Mayor and eleven Council Members elected every two years in November. The Mayor and four Council Members are elected at-large by a city-wide vote. Seven Council Members are elected from districts by voters who reside in each district. The Mayor and City Council appoint the City Manager to oversee City operations.





* Not a division

Responsibilities of the City Engineer

The City Engineer oversees a staff of 116 and approximately \$200 million every two years including 150+ capital projects representing more than \$1 billion of community investment through the City of Charlotte's Capital Investment Plan. This multi-year plan supports the growth and vitality of the community and includes police stations, firehouses, roads, bridges, sidewalks, and multi-use paths. Most of these investments are funded by general obligation bonds, approved by voters every two years. Remaining investments are funded by other debt, grant, or cash funding sources. A major emphasis for this position includes a commitment to leadership, customer service, leveraging opportunities with developers, an innovative approach to problem-solving, ensuring quality of plans and estimates, communication, cash flow management, and ensuring accurate and consistent budgets and schedules for all projects.

To review active 2024 City projects please visit Ralph Andersen & Associates' website: www.ralphandersen.com.

Typical duties and responsibilities of the position include:

- ❑ Advise City leadership on technical engineering, construction, project management, and administrative issues; provide information and expertise to leadership as significant decisions are made regarding high-visibility projects and capital investments in the community;
- ❑ Effectively oversee the contracting process and relationships with consultants and contractors, ensuring adherence to applicable laws and policies and safeguarding the public interest through effective contract negotiation and quality assurance;
- ❑ Collaborate with the City's Budget Office in the preparation and monitoring of the City's capital improvement plan and project delivery;
- ❑ Represent the City of Charlotte at conferences and other meetings; and
- ❑ Participate in policy-making activities initiated by the Council and City Manager.

Major Duties and Responsibilities

- ❑ Leads and mentors staff and resources in the implementation of projects identified in the Capital Investment Plan;
- ❑ Develops, monitors, and reports annual strategic project-related objectives and performance measures;
- ❑ Provides technical support to staff with an emphasis on project management and construction;
- ❑ Responds to and resolves sensitive inquiries and complaints from both internal and external sources;
- ❑ Collaborates with client departments and developers;
- ❑ Builds credibility and trust with staff, community partners, and citizens;
- ❑ Engage with Budget & Finance Departments around key initiatives including cash flow, capital projects, and special requests;
- ❑ Assists in efforts to develop policies, procedures, and guidelines for the Department;
- ❑ Serves a leadership role in the overall operations of the General Services Department and as a member of the General Services leadership team;
- ❑ Ensure compliance with North Carolina General Statutes;
- ❑ Performs other duties as assigned.

Knowledge, Skills, & Abilities

- ❑ Progressively responsible leadership and experience in project management, specifically including planning, design, utility coordination, and construction;
- ❑ Progressively responsible leadership and organizational experience in program administration with a demonstrated ability to effectively direct and guide teamwork efforts;
- ❑ Knowledge of various project delivery methods including design-bid-build, design-build, construction manager at-risk, and public-private partnerships;
- ❑ Commitment to customer service, collaboration, project management, conflict management, negotiation, innovation & organizational alignment, interpersonal communication, public speaking, media relations and process improvement skills are essential;

Knowledge, Skills, & Abilities *continued*

- Ability to analyze complex administrative, operational and policy issues, make sound recommendations for resolution and effectively implement decisions;
- Ability to establish and maintain effective working relationships with city executives, City Council and other public officials, business and community leaders, General Services staff, partner departments, stakeholders, and the general public;
- Key competencies for success include being team-oriented, collaborative, creative, flexible, proactive, a strong communicator, responsive, approachable, comfortable managing conflict, innovative, aligned with the organization, and possessing the ability to perform effectively in a fast-paced/ high-pressure environment;
- Knowledge of and ability to cultivate successful public-private partnerships;
- Ability to take an organizationally appropriate level of initiative, proactively identifying opportunities for improvement, anticipating challenges, and implementing strategic solutions to advance departmental and citywide objectives while adhering to established protocols and guidelines;
- Proficiency in using project management software systems such as Auto CAD, Primavera, e-Builder as well as other systems necessary for effective project delivery;
- The City Engineer works closely with various community leaders, groups, and agencies. Furthermore, the City Engineer spends a great deal of time building trust, coordinating competing interests, managing negotiations, attending events, building relationships, and helping to satisfy the needs, goals, and desires of the highly diverse and vibrant Charlotte community.



The Ideal Candidate



This position requires an exceptional individual who is politically astute with superior judgment and risk management skills. Candidates must also enjoy and thrive in a fast-paced, robust environment and be able to address day-to-day operations with a common-sense and cooperative approach to decision-making and problem-solving. The successful candidate must have outstanding leadership qualities with a strong focus on customer service and building solid relationships with all internal and external stakeholders that will bring strength, stability, and instant credibility to the position. Top candidates for consideration will have prior experience in an organization that is committed to working in partnership with other departments/agencies and promoting a collaborative team-work environment. The ideal candidate will have a demonstrated track record of moving an organization forward through effective change management. The next City Engineer will also need to be pragmatic, flexible, and driven by results. The ideal candidate will have the ability to work tactfully in a sometimes highly scrutinized environment while remaining patient, approachable, and self-confident.



The top candidate must be hands-on and committed to addressing an array of complex and technical issues impacting the City of Charlotte. Acting as an internal advocate, the City Engineer will be expected to initiate discussions and gain support through individual and group meetings as well as public presentations. The ideal candidate must also be able to provide leadership that will build teams as well as inspire, motivate, and empower engineering staff to achieve established goals.



Qualifying Experience and Education



This position requires a Bachelor's degree in civil, structural, or construction engineering or an equivalent engineering degree. Ten years of progressively responsible engineering experience and a minimum of six years of leadership experience is required. A background and record of achievement in delivering highly complex, large-scale public sector capital projects, including quality-of-life projects, is preferred. Engineering professionals with significant private sector backgrounds who understand and appreciate the public sector environment are encouraged to apply.

A valid **North Carolina Professional Engineer License** is required by the time of application, or an equivalent transferable license from another state, which must be converted to North Carolina Registration within six months following appointment.



Final Selection and Appointment: The City Manager will select the most highly qualified pool of candidates for consideration based on a combination of education, career experience, and accomplishments that best fit the needs of the City of Charlotte.

Compensation

The successful candidate will receive a highly competitive salary with an excellent benefits package that considers the candidate's track record of career success. In addition, benefits are provided that include annual leave, holidays, and sick leave; retirement plan; and health and short-term disability insurance. Contact Ralph Andersen & Associates for more details.

To Be Considered

This is a confidential process and will be handled accordingly throughout the various stages of the process. References will not be contacted until mutual interest has been established. **The first review of resumes will take place on Friday, May 31, 2024.** This position is open until filled; however, **candidates are encouraged to apply early in the process for optimal consideration.** Resumes will be reviewed and evaluated throughout the recruitment process.

To be considered, candidates must submit a compelling cover letter, comprehensive resume, and six professional references. An electronic version of all submittals is strongly encouraged. Interested candidates may apply via email to apply@ralphandersen.com.

Ralph Andersen & Associates will conduct the initial evaluation of submitted materials to determine the best overall match with the established criteria as outlined in this recruitment profile. The evaluation and selection process may consist of a supplemental questionnaire and/or written exercise(s) to further evaluate relative experience and overall suitability for this position. Ideally, the City Engineer will join the City of Charlotte in July 2024 or sooner.

Finalist candidates will be required to sign a release form to authorize preliminary reference calls and verifications to be conducted. Employment history, degrees obtained, and other certifications/accomplishments will also be verified.

Should you have any questions regarding this position or the recruitment process, please call Mr. Robert Burg at (916) 630-4900. Confidential inquiries are welcomed.

The City of Charlotte is an Equal Opportunity Employer

www.charlottenc.gov