



Engineering Manager for the Pajaro Valley Regional Flood Management Agency

- Are you an energetic, forward-thinking professional in the field of civil engineering looking for a leadership role?
- Are you a self-starter with exceptional communication and time management skills interested in working on large or complex construction projects?
- Are you excited to join an organization that embraces flexibility and work-life balance?
- If so, the Pajaro Regional Flood Management Agency may have an opportunity for you as their next Engineering Manager!
- Regional Government Services (RGS) and its staff are conducting the recruitment on behalf of the Pajaro Regional Flood Management Agency.

Examples of Duties

The Position-

The successful candidate will be responsible for professional civil engineering work to reduce flood risk to residents from the lower Pajaro River and its tributaries. The role includes planning, directing, coordinating, scheduling, reviewing, and evaluating technical work of the Agency. The Engineering Manager may act as resident engineer on very large or complex construction projects, supervise subordinate professional and sub-professional engineering personnel engaged in such work, and perform related duties as required. The Engineering Manager will directly lead the engineering and the maintenance and operations programs and act as the technical expert of the Agency.

The Ideal Candidate Will:

- Be a self-motivated, proactive, responsive, professional engineer.
- Possess excellent communication and time-management skills.
- Work strategically and collaboratively as a member of a team to solve problems and build trust with internal and external customers.
- Exhibit thorough knowledge of civil engineering practices and procedures.
- Possess a thorough understanding of hydrology and hydraulic design engineering, geomorphic processes, surveying methods, and construction.
- Have a strong background in ecohydrology and geomorphology.
- Have software expertise in standard business software applications: spreadsheet (e.g., Excel), word processing (e.g., Word), and communications and scheduling (e.g., Outlook) and working knowledge of HEC-RAS, ArcGIS, and CADD software.
- Have working knowledge of Public Contract Code pertaining to architects and engineer's studies and design work and construction projects.

COMPETENCIES

- Analytical Thinking - Identifies several solutions to complex problems integrating findings from several different disciplines; identifies and evaluates the options developed and selects the most effective solution.
- Accountability and Integrity – Takes responsibility for themselves and their team.
- Change Management - Uses knowledge and experience to analyze issues and factors which influence or constrain organizational priorities, goals, and results.
- Collaboration - Fosters staff and stakeholder communication and dialogue, identifies opportunities to build consensus for options, decisions, and outcomes.
- Communication - Exchanges information with constituents using oral, written, and interpersonal communication skills.



Engineering Manager for the Pajaro Valley Regional Flood Management Agency

- Influence - Maintains an awareness of organizational goals and objectives while simultaneously preserving effective working relationships.
- Judgment - Makes decisions based on careful thought taking both agency goals and input from others into account.
- Leadership - Understands formal and informal power and influence structure within the organization and successfully achieves positive, desired outcomes.
- Problem Solving - Finds solutions to difficult or complex issues.
- Time Management and Organization - Manages and prioritizes both everyday responsibilities and high-level, longer-term objectives.
- Customer Service and Interpersonal Relations and Skills - Implements activities designed to enhance the level of customer satisfaction and maintains positive and constructive internal and external relationships.
- Training and Development - Promotes an organizational culture that supports the learning and growth of all employees.

About the Agency-

Formed in 2021 as a Joint Powers Authority, the Pajaro Regional Flood Management Agency (PRFMA) was created to plan, finance, implement, operate, and maintain projects and programs to reduce flood risk in the Pajaro River watershed in Santa Cruz and Monterey Counties. Originating member agencies include the Counties of Monterey and Santa Cruz, the City of Watsonville, the Monterey County Water Resources Agency, and the Santa Cruz County Flood Control and Water Conservation District, each providing a voting member to its Board of Directors.

The PRFMA is responsible for a comprehensive levee and river channel maintenance program, as well as advancing the \$500 million Pajaro River Flood Risk Management Project with the U.S. Army Corps of Engineers. Additionally, the PRFMA will be pursuing other external financing authorities to implement large scale, multi-benefit flood risk reduction solutions from Highway 1 to the ocean (the "Pajaro Bridge to Bay Project") as well as other floodplain restoration efforts. PRFMA staff also serve as subject matter experts in flood monitoring and response in both the operations and advanced planning sections of emergency operations centers. PRFMA provides leadership and coordination with other local, regional, state, tribal, and federal entities to achieve its mission of flood risk reduction in the lower Pajaro Valley.

Typical Qualifications-

Any combination of experience and education that would likely provide the required knowledge and abilities is qualifying. A typical way to obtain the knowledge and abilities would be:

Education and Experience:

- Possession of a bachelor's degree from an accredited college or university with a major in civil engineering or closely related field
- Three (3) years of experience as a registered civil engineer
- A master's degree in civil engineering, hydrology, or a closely related field may be substituted for one (1) year of the required experience.

Licenses and Certification:



Engineering Manager for the Pajaro Valley Regional Flood Management Agency

- Possession of a valid California Class C Driver License or the ability to provide suitable transportation which is approved by management.
- Possession of a valid certificate of registration as a Civil Engineer issued by the California State Board of Registration for Professional Engineers.

Supplemental Information

SALARY AND BENEFITS

The starting salary will be commensurate with experience, qualifications, and skills of the successful candidate and with a salary range of:

\$12,025 - \$14,618 Monthly DOE/DOQ

\$144,300 - \$175,416 Annually DOE/DOQ

Benefits-

- Flexible schedule and remote work options.
- CalPERS Retirement Plan under PEPRA contribution rates.
- 401(a) plan for compensation earned above the PEPRA limit and 457(b) plan coverage.
- Medical, Dental and Vision Care Insurance with generous Agency premium coverage:
 - HMO or PPO options available
 - 90% premium coverage for highest cost plan offered by SDRMA
 - Vision Plan (highest option, VSP Option 5) 100% paid for employee and family
 - Dental Plan (highest option, Delta Dental PPO High) 100% paid for employee and family
- Annual Leave – (vacation and sick leave combines) - 22 days per year for up to 5 years of service, increasing to 37 days per year for over 15 years of service
- Holidays – 14 paid holidays

SELECTION PROCESS

Applications must be submitted on-line through this applicant tracking system. Materials must be complete and clearly indicate the candidate meets the minimum qualifications. Incomplete, late, emailed, and faxed applications are not accepted. Resumes are not considered in lieu of the required employment application.

Certificates, resumes, and/or cover letters must be uploaded with your online application.

All statements made on the application, resume, and supplemental materials are subject to verification. False statements may be cause for immediate disqualification, removal from eligibility list, or discharge from employment.

The deadline to apply is May 17, 2024, at 11:59 PM PST.

APPLICATION PROCESS AND SELECTION PROCEDURE:

Appraisal Process – (Pass/Fail) After the closing deadline, applications will be screened in relation to the criteria indicated in this announcement.

This process may also include various interviews and/or a skills assessment exam to rank applications, and to prepare a Qualified Candidate List.



Engineering Manager for the Pajaro Valley Regional Flood Management Agency

Application – Minimum Qualification Assessment - (Pass/Fail) All completed applications and supplemental questionnaires will be reviewed and assessed for each applicant's ability to meet the minimum work experience, training, and education qualifications.

Remote Screen Interview Exam – (Pass/Fail) Candidates who pass the application assessment will be invited to a Remote Screen Interview Examination to evaluate training, experience, and other job-related qualifications for the position. The Remote Screen Interview will be conducted via a video conference platform and is tentatively scheduled for late May 2024.

Successful candidates will be submitted to the Pajaro Regional Flood Management Agency for further consideration.

All communication and notices will be sent via e-mail. Additional inquiries about the position may be directed to dprieto@rgs.ca.gov

Neither Regional Government Services nor the Pajaro Regional Flood Management Agency are responsible for failure of internet forms or email in submitting your application. Candidates who may require special assistance in any phase of the application or selection process should advise Regional Government Services by mailing dprieto@rgs.ca.gov.

The Pajaro Regional Flood Management Agency is an Equal Opportunity Employer.