



# City Engineer



## The Ideal Candidate

Are you ready to step out from behind the curtain and lead a team that implements real projects that make a visible difference?

The City of Stayton is seeking a hands-on community focused City Engineer who's ready to take ownership in diverse infrastructure projects in a town that has a fresh outlook on infrastructure management and will value your voice.

This role is more than just a job – it's a chance to become a cornerstone of a community where your work will be seen, appreciated, and celebrated. As the City Engineer you will be a valued member and leader in the Public Works team, where public works are made up of four distinct functions that collaborate continually: Administration, Planning, Engineering, and Operations.

You'll be responsible for implementing capital projects across the 13 major asset classes: potable water abstraction, treatment, storage, and distribution; wastewater collection, treatment and disposal; stormwater collection and disposal; parks; streets; and facilities and amenities. You will enjoy a mix of design, policy/standards/codes maintenance and compliance oversight, grant writing and administration, staff influence, management, and mentoring; and field work/observation.

We are striving to maintain a friendly team culture and a great quality of life.

Perks include:

- Varied, meaningful work
- Competitive salary plus excellent retirement and health benefits
- Flexible scheduling and generous leave time
- Opportunities for leadership development and career growth

We're looking for an enthusiastic registered engineer who is a problem-solver who will roll up their sleeves and shape the future of our growing community.

This position offers growth potential and is well-suited for a candidate with the vision and capacity to take on greater leadership responsibilities over time, supporting the City's long-term infrastructure goals.

## Key Responsibilities

The Public Works department is comprised of Public Works Administration, Operations, and Wastewater. The department oversees the City's water, sanitary sewer, streets, and storm drainage systems. Additionally, Public Works is responsible for water quality and detention facilities, City parks, and rental of facilities.

## Supervision and Staff Development

- Provide leadership, supervision, and mentorship to an Associate Engineer and Engineering Technician to ensure effective project execution and professional growth.
- Assign tasks, review work, and provide guidance to staff in engineering principles, project management, and regulatory compliance.
- Support career development through training opportunities and performance evaluations.



## Infrastructure Development

- Oversee the design, construction, and maintenance of City infrastructure.
- Implement long-term strategic infrastructure asset management plans to ensure sustainable investment and maintenance of City assets.
- Utilize lean process optimization principles to improve efficiency and reduce costs in project delivery and infrastructure operations.
- Ensure compliance with engineering standards, environmental regulations, and safety protocols.

## Project & Construction Management

- Prepare and review engineering designs, specifications, and cost estimates for municipal projects.
- Utilize MS Project or similar project management tools to develop schedules, track progress, and manage resources effectively.
- Oversee contractor work, conduct/coordinate inspections, and ensure project timelines, budgets, and quality standards are met.
- Coordinate with consultants, utility companies, and stakeholders to facilitate project execution.

## Regulatory Compliance and Permitting

- Review private development plans to ensure compliance with city codes and standards.
- Issues permits related to public right-of-way, drainage, and utility work.
- Ensure adherence to local, state, and federal regulations, including environmental and stormwater management requirements.

## Budgeting and Resource Management

- Develop and manage budgets for public works projects.
- Support the Public Works Director in identifying funding opportunities, including grants and intergovernmental funding, to support City infrastructure initiatives.
- Optimize resource allocation to ensure cost-effective project delivery while maintaining high service levels.

## Technical Consultation and Public Engagement

- Provide engineering expertise and technical recommendations to city officials, departments, and the public.
- Present reports, proposals, and updates to city leadership, elected officials, and community groups.
- Respond to public inquiries and concerns related to infrastructure projects and city engineering matters.

## Qualifications and Requirements

### Education and Experience

- Bachelor's degree in civil engineering or a related field
- Professional Engineer (PE) license
- Minimum of 5 years' experience in civil engineering, and municipal infrastructure.
- Experience in public sector engineering, capital project management, and regulatory compliance.
- Prior experience supervising an engineering or project team or working at a senior level in an engineering or project team is required.



## Skills and Competencies

- Strong knowledge of civil engineering principles, design standards, and construction practices.
- Proficiency in project management software (MS Project or similar) for scheduling, tracking, and resource allocation.
- Understanding of lean process optimization to improve efficiency and cost-effectiveness.
- Proficiency in engineering software (AutoCAD, GIS, hydraulic modeling, etc.).
- Excellent problem-solving and decision-making abilities.
- Strong leadership, communication, and project management skills.
- Ability to effectively supervise and mentor engineering staff.
- Capacity to work collaboratively with government agencies, consultants, and community stakeholders.

## Work Environment

- Office setting with frequent field visits to project sites.
- Interaction with city officials, contractors, and the public.
- Occasional evening meetings and public presentations may be required

## Compensation Package

The salary range for the position ranges from \$88,535 to \$115,519 annually depending on qualifications and experience. The City also offers a comprehensive and competitive benefit package, including:

- Vacation: Two weeks accrued annually (increases with longevity)
- Holidays: 11 holidays annually and 2 floating holidays
- Sick Leave: 8 hours per month
- Insurance: 85% Paid Medical, Dental, and Vision
- Defined Benefits Retirement Plan
- Life Insurance
- Long-Term Disability

For more information on the City of Stayton, please visit the City's website at [www.staytonoregon.gov](http://www.staytonoregon.gov).

## HOW TO APPLY

To apply and view a complete job description go to <https://www.staytonoregon.gov/page/employment> where you can download the job description and an employment application. Applications, resumes, and cover letters may be submitted via email to Human Resources at [hr@staytonoregon.gov](mailto:hr@staytonoregon.gov), via regular mail, or dropped off at the City of Stayton, 362 N. Third Avenue, Stayton, Oregon 97383.

**Open Until Tuesday, July 29, 2025.**