

DIRECTOR OF ENGINEERING

DEFINITION

Under administrative direction, plans, organizes, manages, and provides administrative direction and oversight for all functions and activities of the Engineering Department including planning, design, construction, and inspection of all District capital improvement projects and private development projects; formulates departmental policies, goals, and directives; coordinates assigned activities with other District departments, officials, outside agencies, and the public; fosters cooperative working relationships among District departments and with intergovernmental, regulatory agencies, and various public and private groups; provides highly responsible and complex professional assistance to assigned Assistant General Manager in areas of expertise; and performs related work as required.

SUPERVISION RECEIVED AND EXERCISED

Receives administrative direction from the Assistant General Manager. Exercises direct supervision over management, supervisory, professional, technical, and administrative support staff through subordinate levels of supervision.

CLASS CHARACTERISTICS

This is a department director classification that oversees, directs, and participates in all activities of the Engineering Department; formulates departmental policies, goals, and directives, as well as development and administration of departmental policies, procedures, and services. This class provides assistance to assigned Assistant General Manager in a variety of administrative, coordinative, analytical, and liaison capacities. Successful performance of the work requires knowledge of public policy and program activities, authority and role of an elected Board of Directors, and the ability to develop, oversee, and implement projects and programs in a variety of areas. The incumbent is accountable for accomplishing departmental planning and operational goals and objectives, and for furthering District goals and objectives within general policy guidelines.

EXAMPLES OF TYPICAL JOB FUNCTIONS (Illustrative Only)

Management reserves the right to add, modify, change, or rescind the work assignments of different positions and to make reasonable accommodations where appropriate so qualified employees can perform the essential functions of the job.

- Assumes full management responsibility for all Engineering Department programs, projects, services, and activities including capital design, real estate, and development services.
- Develops, directs, and coordinates the implementation of goals, objectives, policies, procedures, and work standards for the department; establishes, within District policy, appropriate budget, service, and staffing levels; ensures actions are consistent with the current strategic plan.
- Manages and participates in the development and administration of the department budget; directs the forecast of additional funds needed for staffing, equipment, and supplies; directs the monitoring of and approves expenditures; directs and implements budgetary adjustments as necessary.
- Selects, trains, motivates, and directs department personnel; evaluates and reviews work for acceptability and conformance with department standards; works with employees to correct

- deficiencies; implements discipline and termination procedures.
- Monitors and evaluates the efficiency and effectiveness of service delivery methods and procedures; identifies opportunities for improvement; directs the implementation of change.
 - Oversees the development of requests for proposals for goods and services; oversees proposal evaluation, contract negotiation, and project award process; coordinates with legal counsel and District department representatives to determine District needs and requirements for contractual services.
 - Assumes overall management responsibility of all planning, design, construction, and inspection activities of District engineering projects and private developer projects.
 - Directs, manages, and assumes responsibility for implementing long-range and immediate plans and objectives of the District and formulating those objectives into specific capital improvement plans; assumes responsibility for continuous evaluation of plans to ensure plans are meeting planned scope of work, schedule, and budget.
 - Directs, manages, and assumes responsibility for maintaining the capital improvement program and schedule to ensure future success in the construction and maintenance of facilities to support operations and ensure compliance with engineering and District standards and applicable regulatory requirements; performs field reviews of project activities; participates in conferences and discussions with various field representatives for the purpose of reviewing potential problem areas.
 - Assumes management responsibility for ensuring operational and administrative completion before the transferring of projects from the construction phase to operation and maintenance status; participates in examinations and field reviews of existing features with Operations and Maintenance; advises management on design deficiencies noted during both construction and operation phases and makes design recommendations.
 - Conducts a variety of departmental organizational and operational studies and investigations; recommends modifications to programs, policies, and procedures as appropriate.
 - Prepares, reviews, and presents staff reports, various management and information updates, and reports on special projects to the Board of Directors and a wide variety of committees, boards, and commissions.
 - Attends and participates in professional group meetings; represents the department to other District departments, elected officials, and outside agencies; explains and interprets departmental programs, policies, and activities; negotiates and resolves significant and controversial issues.
 - Monitors legal, regulatory, and technology changes and court decisions that may affect the work of the department; stays abreast of new trends and innovations in the field of engineering.
 - Directs the maintenance of working and official departmental files.
 - Responds to public inquiries and complaints and assists with resolutions and alternative recommendations.
 - Ensures staff observe and comply with all District and mandated safety rules, regulations, and protocols.
 - Performs other duties as assigned.

QUALIFICATIONS

Knowledge of:

- Administrative principles and practices, including goal setting, program development, implementation, and evaluation, and supervision of staff, either directly or through subordinate levels of supervision.
- Principles and practices of leadership.

- Principles and techniques for working with groups and fostering effective team interaction to ensure teamwork is conducted smoothly.
- Principles and practices of strategic plan development.
- Principles and practices of budget and contract management.
- General principles of risk management related to the functions of the assigned area.
- Functions, authority, responsibilities, and limitations of an elected Board of Directors.
- Applicable federal, state, and local laws, codes, and ordinances relevant to the area(s) of responsibility.
- Advanced principles and practices of civil engineering with emphasis on the design and construction of water and wastewater facilities.
- Advanced principles and practices of process, mechanical, electrical, control, and instrumentation design and construction in water and wastewater facilities.
- Advanced principles of engineering economics and their practical application to construction, water supply, and wastewater and/or water treatment projects.
- Operations and regulatory requirements of water and wastewater management systems.
- Methods and techniques of research and developing technical and administrative reports and business correspondence.
- District and mandated safety rules, regulations, and protocols.
- Techniques for providing a high level of customer service by effectively dealing with the public, vendors, contractors, and District staff.
- The structure and content of the English language, including the meaning and spelling of words, rules of composition, and grammar.
- Modern equipment and communication tools used for business functions and program, project, and task coordination, including computers and software programs relevant to work performed.

Ability to:

- Develop and implement goals, objectives, practices, policies, procedures, and work standards.
- Provide administrative and professional leadership for the department.
- Prepare and administer large and complex budgets; allocate limited resources in a cost-effective manner.
- Interpret, apply, explain, and ensure compliance with federal, state, and local policies, procedures, laws, and regulations.
- Plan, organize, direct, and coordinate the work of management, supervisory, professional, and technical personnel, delegate authority and responsibility.
- Select and supervise staff, provide training and development opportunities, ensure work is performed effectively, and evaluate performance in an objective and positive manner.
- Manage and direct a comprehensive engineering program.
- Conduct complex engineering research projects; evaluate alternatives; make sound recommendations.
- Research, analyze and evaluate new service delivery methods, techniques, and technology in assigned area of responsibility.
- Analyze problems, identify alternative solutions, project consequences of proposed actions, and implement recommendations in support of goals.
- Understand and balance political nuances with operational goals; identify and respond to sensitive community and organizational issues, concerns, and needs.
- Effectively represent the District and the department in meetings with governmental agencies, contractors, vendors, and various businesses, professional, regulatory, and legislative organizations.

- Prepare clear and concise reports, correspondence, policies, procedures, and other written materials.
- Use tact, initiative, prudence, and independent judgment within general policy, procedural, and legal guidelines.
- Effectively use computer systems, software applications relevant to work performed, and modern business equipment to perform a variety of work tasks.
- Communicate clearly and concisely, both orally and in writing, using appropriate English grammar and syntax.
- Establish, maintain, and foster positive and effective working relationships with those contacted in the course of work.

Education and Experience:

Any combination of training and experience that would provide the required knowledge, skills, and abilities is qualifying. A typical way to obtain the required qualifications would be:

Education:

Equivalent to a bachelor's degree from an accredited college or university in civil, mechanical, or environmental engineering or a related field.

Experience:

- Ten (10) years of increasingly responsible water and wastewater engineering and construction and project management experience including five (5) years of management and administrative responsibility.

Licenses and Certifications:

- Possession of a valid California Class C driver's license, to be maintained throughout employment.
- Possession of valid registration as a Professional Civil Engineer in the State of California, to be maintained throughout employment.

PHYSICAL DEMANDS AND WORKING ENVIRONMENT

The conditions herein are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential job functions.

ENVIRONMENT

Standard office setting; some exposure to temperature variations, noise, fumes, toxic agents, dust, and traffic hazards may occur while at construction sites.

PHYSICAL

- Level One

Incumbents require sufficient mobility to work in an office setting; stand or sit for prolonged periods of time; push, pull, lift, and/or carry light amounts of weight; bend, stoop, and kneel; operate office equipment including use of a computer keyboard; ability to verbally communicate to exchange information.

VISION

See in the normal visual range with or without correction; vision sufficient to read computer screens and printed documents; and to operate assigned equipment.

HEARING

Hear in the normal audio range with or without correction.