UNIQUE OPPORTUNITY

C handler seeks an experienced, knowledgeable and collaborative professional to manage and oversee the Engineering Division of the Transportation and Development Department. This is an outstanding opportunity to help shape the ongoing development of this premiere Southwest community.

THE COMMUNITY

T he City of Chandler, one of Arizona’s first master-planned cities, is located in the southeast part of the Phoenix metro area and has a current population of approximately 242,000 with an estimated population of 285,000 at its planned build-out.

Almost one hundred years ago, Chandler’s early settlers literally planted the seeds of a very successful agricultural community. Today, many of the fields that once were dedicated to cotton crops are now the home of diverse businesses including high tech and advanced financial services. Industry leaders such as Intel, Freescale, Microchip and E-Bay have chosen Chandler not only because of what the City offers businesses, but also because of its people. Chandler is a young, family oriented community - the median age is just over 31 years. Chandler is an increasingly diverse community in terms of ethnicity, religion and income. Sixty-seven percent of Chandler’s citizens have some college education.

With more than 330 days of sunshine a year, Chandler encourages a healthy outdoor lifestyle. Seven public and private golf courses exist in the immediate area with over one hundred more in the neighboring greater Phoenix area. Other outdoor activities such as tennis, swimming, boating, hunting, fishing, skiing, hiking and biking are also easily accessible to residents.

Chandler also enjoys a rich cultural reputation. The recently renovated 1,508 seat Chandler Center for the Arts demonstrates the community’s passion for the performing arts. In addition, the community is served by many churches and service organizations, as well as Chandler Regional Hospital, a state-of-the-art Provisional Level 1 Trauma Center.

Due to its ample, affordable land, convenient location along major trade routes, excellent infrastructure, and relatively low cost of living, Chandler has experienced fast-paced, yet planned growth. Called the “Silicon Desert” because of its wide variety of high technology industries, the City has developed good relationships with the business community and Chamber of Commerce and has a very strong job base.

Chandler’s dedication to quality education begins at the pre-school level and never ends. The City’s elementary and secondary school systems receive consistent national recognition for excellence. The community also supports a variety of private and parochial schools. The University of Arizona and Arizona State University both have a strong Chandler presence, along with Embry Riddle Aeronautical University, Ottawa University and Chandler-Gilbert Community College. Nearby Arizona State University offers undergraduate and post-graduate studies. The City is proud of the strong relationship it has developed with the schools.

The City of Chandler offers residents a wide range of quality and affordable housing, from single-family standard or custom-built homes, multi-family apartments, townhomes, or condominiums. The City’s housing standards ensure that new residential developments achieve greater diversity relative to lot size, subdivision layout, and architecture. Most housing communities offer convenient access to schools, shopping, medical facilities and business areas.

One Perfect Location…
a safe place to live and raise a family.

City Mission Statement
We are committed to serve Chandler’s citizens through teamwork, understanding and dedication in a professional and responsive manner.

All-America City

In 2010, Chandler was selected as a winner of the prestigious All-America City Award by the National Civic League, given each year to ten communities nationwide for outstanding civic achievements.

THE POSITION

T he primary role of the City Engineer is to manage, direct, and coordinate the activities of the Engineering Division. Functions include implementation of the City’s capital improvements program, civil plan review and inspection, and Geographic Information Systems (GIS). This position manages the overall projects, staff, financial objectives, and assists with the strategic analysis and planning for the Department. The City Engineer provides engineering design, evaluation, and project management services.

Department Mission
The Transportation and Development team is dedicated to professional excellence and outstanding customer service. Our commitment to our citizens is to provide sound land use planning strategies, responsible design development standards and high quality, cost effective infrastructure as well as ensuring safety and compliance to continue to preserve the quality of life in Chandler.
THE IDEAL CANDIDATE

It is anticipated that the new City Engineer will be an experienced professional with the requisite technical experience combined with the interpersonal skills to interface with the multiple stakeholders, both internal and external, who the City Engineer works with on a regular basis. The ideal candidate will possess strong leadership and management skills to provide direction and guidance for the Engineering Division staff in the spirit of teamwork and collaboration. The successful candidate comes with a big picture perspective and is flexible and creative in his/her approach to working with Engineering’s multiple customers in coming up with the best possible solutions. The ideal candidate will have the proven ability to work with disparate groups and bring them together in the spirit of collaboration and teamwork. While technical expertise/experience in capital projects management is expected, strong candidates will be responsive in working with Engineering’s numerous customers to come up with practical answers to issues/problems. An understanding of the City Engineer’s position within the larger organizational picture is a plus – a high level of political awareness is desirable. The City Engineer will embrace the City Manager’s approach of developing strong working relationships with all areas of the organization based on partnership, mutual trust, respect, and regular and candid communication.

Specific qualifications are as follows:

Education and Experience
A Bachelor’s degree in civil engineering, public administration or related field and at least eight years of progressively responsible experience in civil engineering, public works, or project management, including three years supervisory experience required. Previous municipal finance and budgeting experience, and possession of a valid driver’s license with acceptable driving record also required.

Possession of a Professional Engineer (P.E.) license is essential. The successful applicant must be able to obtain an Arizona P.E. within 12 months of appointment.

Experience working in a governmental entity, and working knowledge of GIS are desirable.

While the City has established minimum qualifications for this position, the key selection criteria will be a demonstrated record of excellence in the required elements and proficiency levels of the position and may elect to accept substitutions for some of the required education or experience, depending upon the total professional background and credentials of individual candidates.

CURRENT ISSUES AND PRIORITIES

Relationship-Building – The City Engineer interfaces with a number of stakeholders, both internally (Engineering Division, Transportation and Development Department, and other City Divisions and Departments), and with external representatives of the development community. This will require a City Engineer who is an exceptional relationship-builder who can work effectively and collaboratively across these multiple stakeholder groups.

Residential Build-Out – Ongoing residential development in Chandler will soon exhaust all land designated for residential growth. As a result, there is a greater focus on infill development. The City Engineer will ideally have experience/knowledge of infill and redevelopment as Chandler continues transitioning from high-growth to sustainability.

City Infrastructure – Chandler continues to address aging infrastructure needs, with a major emphasis on an arterial streets improvement program that will require the attention of the Engineering Division.

Capital Improvements Program – The proposed 5-year CIP totals $529 million, and includes large capital projects for the Municipal Utilities Department. The new City Engineer will ideally possess experience/working knowledge of the construction of utilities facilities.

GIS – The City is in the process of hiring a new GIS Manager. A working knowledge of GIS will serve the new City Engineer well.

For further information about the City of Chandler, see its web site at: www.chandleraz.gov
Key Characteristics

• An effective, service-oriented manager who leads by example in order to direct, implement, and manage the programs, operations, budget, and employees of the Engineering Services Division.

• An effective, fair and progressive supervisor who seeks to delegate and empower his/her staff; appreciates the strengths and talents of a diverse employee group.

• A strategic planner who can effectively oversee and assist with developing current and long range plans/master plans, and can assist with developing a 10-year capital improvement program and other strategic documents.

• A seasoned professional who can provide technical expertise and knowledge to the Transportation and Development Department, other City staff, the City Council, the Planning and Zoning Commission, and other commissions, committees and boards on engineering related matters; has demonstrated knowledge and experience in the key division areas of responsibility (CIP, Plan Review and Inspection, GIS).

• A collaborative and experienced engineer who will work well with staff both within the Transportation and Development Department and throughout the City.

• A prudent and fiscally minded manager in the oversight and management of the capital improvements program.

COMPENSATION AND BENEFITS

The salary range for the City Engineer is $100,595 to $140,826. The starting salary will depend on the qualifications and experience of the successful candidate. The City offers an attractive benefit package that includes:


Deferred Compensation – City contributes .5% of gross wage to a 457 Plan.

Health Insurance – Blue Cross/Blue Shield health plan options; City-paid dental insurance for employee; vision insurance available for employee and family.

Retirement Health Savings Plan – City contribution on a tax free basis.

Holidays – Ten paid holidays and one personal holiday annually.

Vacation Leave – 12 days, first year.

Sick Leave – Twelve days annually; conversion of up to 3 days to vacation leave available.

Short Term Disability Insurance – City-paid benefit.

Life Insurance – City-paid employee coverage for life and accidental death and dismemberment; coverage based on employee salary; voluntary term life insurance available.

Commuter Insurance – City-paid employee coverage.

APPLICATION PROCESS AND RECRUITMENT SCHEDULE

To be considered for this position, please submit your résumé with cover letter, current salary and the names of four work-related references by Friday, October 10, 2014. Your résumé should reflect the months and years of current and prior positions and also the size of budget and staff you manage. Submit materials to:

Stuart Satow
CPS HR CONSULTING
241 Lathrop Way • Sacramento, CA 95815
Tel: 916 / 263-1401 • Fax: 916 / 561-7205
Email: resumes@cpshr.us
CPS web site: www.cpshr.us/search

Following the filing date, resumes will be screened in relation to the criteria outlined in this brochure. Candidates with the most relevant qualifications will be given preliminary interviews by the consultant in mid-October. Candidates appearing best suited for the City of Chandler will be reported to the City. A group of finalists will be invited to a formal interview process in Chandler scheduled the week of November 10th. An offer of appointment is anticipated shortly thereafter following a final interview, as well as full reference and background checks.