

*More than
100 Million Dollar
Capital Improvement
Program!*

Senior Engineers

**Environmental Services Department
Capital Improvement Program**



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THE CITY

Known as the "Capital of Silicon Valley," the City of San José plays a vital economic and cultural role anchoring the world's leading region of innovation. Encompassing 178 square miles at the southern tip of the San Francisco Bay, San José is Northern California's largest city and the 10th largest city in the nation. With more than one million residents, San José is one of the most diverse large cities in the United States. San Jose's transformation into a global innovation center has resulted in one of the largest concentrations of technology companies and expertise in the world, including major tech headquarters like Cisco, Adobe, Samsung, and eBay as well as start-ups and advanced manufacturing.

San Jose's quality of life is unsurpassed. Surrounded by the Diablo and Santa Cruz mountain ranges and enjoying an average of 300 days of sunshine a year, residents have easy access to the beaches along the California coast including Santa Cruz, Monterey, and Carmel; Yosemite and Lake Tahoe in the Sierra Nevada; local and Napa Valley wine country, and the rich cultural and recreational life of the entire Bay region.

San José has received accolades for its vibrant neighborhoods, healthy lifestyle, and diverse attractions from national media including Business Week and Money magazines. The downtown area is home to high-rise residential projects, theaters, museums, and diverse entertainment attractions such as live music, live theater, cafes, restaurants, and nightclubs. Inquiring minds are served by the Tech Museum of Innovation, the San José Museum of Art, and many local galleries and venues. Nineteen public school districts and over 300 private and parochial schools provide residents with a range of educational choices. Universities in and near the city include San José State University, Santa Clara University, Stanford University, and three University of California campuses.

In 2011, the City adopted Envision San José 2040, a long-term growth plan that sets forth a vision and a comprehensive road map to guide the City's anticipated growth through the year 2040. The Plan proactively directs significant anticipated growth in new homes and workplaces into transit-accessible, infill growth areas and supports evolution toward a more urban landscape and lifestyle. The San José area is powered by one of the most highly educated and productive populations in America. More than 40 percent of the workforce has a bachelor's degree or higher, compared with 25 percent nationally. Forty percent of San José residents are foreign born, and 50 percent speak a language other than English at home.

San José is proud of its rich cultural diversity and global connections, and the essential role the City plays in connecting residents and businesses to the nation and the world.

CITY GOVERNMENT

The City of San José is a full-service Charter City and operates under a Council-Manager form of government. The City Council consists of 10 council members elected by district and a mayor elected at large. The City Manager, who reports to the Council, and the executive team provide strategic leadership that supports the policymaking role of the Mayor and the City Council and motivates and challenges the organization to deliver high quality services that meet the community's needs. The City actively engages with members of the community through Council-appointed boards and commissions.

In addition to providing a full range of municipal services including police and fire, San José operates an airport, municipal water system, a regional wastewater treatment facility, over 200 neighborhood and regional parks, an accredited zoo, and a library system with 24 branches. The City also oversees convention, cultural, and hospitality facilities that include the San José McEnery Convention Center, Center for the Performing Arts, California Theater, Mexican Heritage Plaza, and the SAP Center San José – home of the National Hockey League's San José Sharks.

City operations are supported by 6,413 positions and a total budget of to \$3.7 billion for the 2018-2019 fiscal year. San José is dedicated to maintaining the highest fiscal integrity and earning high credit ratings to ensure the consistent delivery of quality services to the community. Extensive information regarding San José can be found on the City's website www.sanjoseca.gov.

THE ENVIRONMENTAL SERVICES DEPARTMENT (ESD)

The Environmental Services Department (ESD) is a place where people do great work and make a difference, with a mission to deliver world-class utility services and programs to improve our health, environment and economy. ESD delivers essential services that keep San José strong and healthy. ESD's Core Services are:

- Wastewater Management
- Water Utility
- Recycled Water
- Recycling and Garbage Services
- Stormwater Management
- Natural and Energy Resources Protection





ESD also provides leadership on issues of international importance. In 2018, ESD implemented Climate Smart San José, a new initiative to reduce air pollution, save water and improve quality of life – providing a sustainability guiding philosophy that will decrease greenhouse gas emissions and ensure the vitality of San José for decades to come.

To see some work ESD has accomplished in the past year, review the [ESD 2018 Annual Report](#).

THE CAPITAL IMPROVEMENT PROGRAM

As a vital business and residential center, the Silicon Valley requires a modern, state-of-the-art treatment plant to reliably clean its wastewater. The San José-Santa Clara Regional Wastewater Facility (RWF) is the largest advanced wastewater treatment facility in the West, serving more than 1.4 million residents and 17,000 businesses in a 300-square-mile area of the South Bay. The wastewater facility, owned by the cities of San José and Santa Clara and managed by ESD, utilizes a tertiary treatment process that protects public health and supports a thriving ecosystem in southern San Francisco Bay.

Commissioned in 1956, the RWF sits on approximately 2,600 acres, more than twice the size of Golden Gate Park in San Francisco, including bufferlands that are home to the largest population of western burrowing owls in the Bay Area. They are among dozens of animals, from bald eagles to leopard sharks, that live or hunt in the estuary. The cleanliness of the discharged wastewater contributes to the diversity of wildlife and fish in the South Bay.

The RWF serves eight cities and four sanitation districts:

- Cities of San José, Santa Clara and Milpitas
- Cupertino Sanitary District (Cupertino)
- West Valley Sanitation District (Campbell, Los Gatos, Monte Sereno and Saratoga)
- County of Santa Clara Sanitation District No. 2-3 (unincorporated)
- Burbank Sanitary District (unincorporated)

The RWF is one of the largest public works projects in the history of the South Bay. The Capital Improvement Program (CIP) division at the RWF is leading one of the largest public works programs in San Jose's history! The development of the adopted 10-year CIP was guided by the Plant Master Plan (PMP), which envisions over \$2 billion in facility investments over the next 30 years and includes over 114 capital improvement projects focused on the long-term rehabilitation and modernization of the RWF which includes replacing aging infrastructure and updating treatment processes with exciting new technologies that will improve the reliability and operational flexibility of the facility. While all this planning and construction is ongoing, the facility is in continuous operation, serving 1.4 million residents and over 17,000 businesses in eight cities.

Now in its fifth year, the CIP team is delivering more than two dozen critical projects as part of a 10-year, \$1.4 billion construction effort that will upgrade the liquids and solids treatment facilities as well as power generation systems, pipes, buildings and other support infrastructure.

Successful delivery of this large, multidisciplinary CIP requires an integrated team of City staff, consultants, and contractors. The program is being delivered using a team of City staff from Environmental Services Department, Public Works Department, Planning, Building and Code Enforcement Department, Finance Department, and the

City Attorney's Office, as well as program management consultant staff and various other consultant firms. Building the construction management team is a top priority for the 2019-2023 adopted CIP, with a ramp up in construction expected in fiscal years 2019-2020 and 2020-2021.

For further information about the Capital Improvement Program, follow this link: <http://www.sjenvironment.org/index.aspx?NID=1665>

POSITION

ESD is seeking to fill multiple Senior Engineer positions in support of the CIP at the RWF. The CIP division is responsible for planning and implementing long-term capital improvement projects at the RWF. The division is currently comprised of 50 full-time positions that perform project delivery, program administration, budget planning, and process engineering services. The division is also supported by a co-located team of consultant staff and staff from the Department of Public Works who provide program management and construction management services, respectively. This integrated team is responsible for delivering complex and challenging capital projects that range in size from \$5 million to more than \$100 million, using traditional design-bid-build and newer design-build methods. The RWF CIP is an exciting opportunity that stands among one of the largest construction programs in the City and the South Bay with the most critical rehabilitation happening in the next 10 years and longer-term rehabilitation and process improvement projects, identified in the 30-year master plan, happening in the years to follow.

Combine your expertise with the on-the-job experience you'll gain in CIP by working with a diverse, multi-discipline team engineering professionals to help rebuild a facility critical to the protection of the environment and the southern San Francisco Bay. You will enjoy work life balance, teambuilding, career development, new skills, mentoring, and the benefits of contributing to your community. The CIP recognizes that people have lives outside of work and offers flexible hours (earlier or later start times) to accommodate individual needs. The CIP values diversity and encourages an environment where people can interact with one another outside of their typical work assignments with events like bi-weekly breakfast gatherings, community volunteering opportunities, holiday gatherings, and after work socials. The CIP also believes strongly in career and professional development, providing monthly training to staff on a range of project management and program management topics, as well as opportunities to attend professional/industry conferences.

For more information about the department, please visit our website www.sjenvironment.org or @sjenvironment on Twitter, Facebook, and Instagram. What is it like to be an ESDer? Watch this video: [Day in the Life](#). Join us to make a difference!

Learn more about the position and duties at www.cpshr.us/documents/ExecSearch/SanJose_SrEngineer.pdf

IDEAL CANDIDATE

The ideal candidate will possess in-depth working knowledge of the practices and principle of wastewater engineering with hands-on capital planning and design experience in one or more of the following areas: preliminary treatment, primary treatment, secondary biological nutrient removal, clarifier rehabilitation, tertiary filtration and disinfection, anaerobic digestion, co-thickening, and gas handling systems, mechanical dewatering, cogeneration, advanced automation

and controls, and support buildings and utility systems infrastructure. He/she has actively participated in the development, review, and/or approval of engineering studies, design guidelines and standards, design criteria, equipment specifications, technology review and selection, equipment specification and costing, and construction bidding documents for wastewater treatment plant projects. Strong project management experience and familiarity with both traditional design-bid-build and progressive design-build delivery methods are highly desirable.

POSITION COMPETENCIES

Job Expertise – Demonstrates knowledge of and experience with applicable professional/technical principles and practices, Citywide and departmental procedures/policies and federal and state rules and regulations.

Communication Skills – Effectively conveys information and expresses thoughts and facts clearly, orally and in writing; demonstrates effective use of listening skills; displays openness to other people's ideas and thoughts.

Computer Skills – Experienced with common business computer applications including but not limited to: MS Outlook, MS Word, MS PowerPoint, MS Access, and MS Excel.

Teamwork & Interpersonal Skills – Develops effective relationships with co-workers and supervisors by helping others accomplish tasks and using collaboration and conflict resolution skills.

Leadership – Leads by example; demonstrates high ethical standards; remains visible and approachable and interacts with others on a regular basis; promotes a cooperative work environment, allowing others to learn from mistakes; provides motivational supports and direction.

Problem Solving – Approaches a situation or problem by defining the problem or issue; determines the significance of problem; collects information; uses logic and intuition to arrive at decisions or solutions to problems that achieve the desired outcome.

Project Management – Ensures support for projects and implements agency goals and strategic objectives.

Supervision – Sets effective long and short-term goals based on a good understanding of management practices; establishes realistic priorities within available resources; provides motivational support; empowers others; assigns decision-making and work functions to others in an appropriate manner to maximize organizational and individual effectiveness.

MINIMUM QUALIFICATIONS

- 1. Education:** Bachelor's degree from an accredited college or university in the field of Civil, Mechanical, Environmental, Chemical Engineering or a closely related field.
- 2. Experience:** Five (5) years of progressively responsible professional engineering experience in the Civil, Mechanical, Environmental, Chemical Engineering or closely related field.
- 3. Licenses or Certificates:** Professional Engineer Certification in Civil, Mechanical or Chemical Engineering. If P.E. from another state, a California P.E. must be obtained within one year of date of hire. Candidate must also possess or be able to obtain a valid Class C California Driver License.
- 4. Employment Eligibility:** Federal law requires all employees to provide verification of their eligibility to work in this country. Please be informed that the City of San Jose will NOT sponsor, represent or sign any documents related to visa applications/transfers for H1-B or any other type of visa which requires an employer application.

COMPENSATION & BENEFITS

The salary range for this position is \$109,283.20-\$138,236.80 annually. In addition to the starting salary, employees in this classification will also receive an approximate five percent (5%) on-going non-pensionable pay. The actual salary will depend upon the qualification and experience of the individual selected.

The salary is supplemented by an attractive benefits package that includes but is not limited to:

Retirement – Competitive defined benefit retirement plan with full reciprocity with CalPERS; defined contribution plan available as an option.

Health Insurance – The City contributes 85 percent towards the premium for the lowest cost non-deductible plan. There are several plan options.

Dental Insurance – The City contributes 100 percent of the premium of the lowest priced plan for dental coverage.

Personal Time Off – Vacation is accrued initially at the rate of three weeks per year with amounts increasing up to five weeks after 15 years of service. Executive Leave of 40 hours is granted annually and depending upon success in the Management Performance Program could increase to up to 80 hours. Sick Leave is accrued at the rate of 8 hours per month.

Holidays – The City observes 14 paid holidays annually.

Deferred Compensation – The City offers an optional 457 Plan.

Flexible Spending Accounts – The City participates in Dependent Care Assistance and Medical Reimbursement Programs.

Insurance – The City provides a term life insurance policy equal to two times annual salary. Long-term disability and AD&D plans are optional.

Employee Assistance Program – The City provides a comprehensive range of services through EAP.

Union – This position is covered by the Association of Engineers and Architects (AEA), IFPTE Local 21, Unit 043 MOA. For further information about the MOA, follow this link: <http://www.sanjoseca.gov/DocumentCenter/View/35545>

For more information on the employee benefits, visit the City's benefits website: <http://www.sanjoseca.gov/index.aspx?NID=707>.

APPLICATION & SELECTION PROCESS

The recruitment is open until filled with the first applicant screening occurring after **May 31, 2019**. To be considered for this challenging and rewarding career opportunity, please submit your cover letter, resume (resume should reflect years **and** months of positions held), and list of six work-related references (two supervisors, two direct reports and two colleagues) at this webpage – <https://secure.cpshr.us/escandidate/JobDetail?ID=458>

Reference will **not** be contacted early in the process and advance notice will be provided to you before they are contacted.



Please contact Executive Recruiter, Teresa Webster, at twebster@cpshr.us or 916-471-3462 if you have any questions or would like to learn more about this position.

