



# PRINCIPAL ENGINEER—Water Resources

Hiring Range: \$7,221-\$7,944/month

Official County Applications Available at: [www.co.yuba.ca.us](http://www.co.yuba.ca.us)

[View complete Class Specifications on the Human Resources & Organizational Services homepage](#)

Final Filing Deadline:

**Open Until Filled**

The County of Yuba is currently recruiting for the position of **Principal Engineer** in the Public Works Division of the Community Development & Services Agency. Under general direction, incumbent to this position will supervise and manage the activities of staff engaged in varied and difficult professional and technical engineering functions, such as the County's land development, water resources, or capital projects functions. Responsibilities include providing professional civil engineering expertise, in addition to planning, organizing, directing and coordinating the projects and day-to-day activities for an assigned area; train, supervise and evaluate subordinate staff and perform related work as assigned. Duties may vary somewhat depending on the area of assignment; however, all positions are characterized by the need for program planning, coordination and evaluation and the necessity to direct the work of staff. Incumbents in this management level classification are fully qualified to perform all duties specified as a Professional Engineer by the state of California. This position reports directly to the Assistant Public Works Director on all critical engineering functions. This class is distinguished from Assistant Public Works Director in that the latter exercises overall management responsibility for all departmental activities and functions under the direction of the Public Works Director.

Examples of knowledge skills and abilities required for successful performance: knowledge of principles and practices of employee supervision, including selection, work planning, organization, performance review and evaluation, employee training and discipline; basic business management principles involved in strategic planning, resource allocation, leadership techniques, production methods and coordination of people and resources; principles, methods and materials used in land development and in the design and construction of roads, bridges, facility and/or building design and construction. Skill in planning, managing, supervising, directing, coordinating and evaluating the work of staff and contracted personnel; researching, analyzing and summarizing engineering data both manually and with computer applications; understanding and applying federal, state and local laws, regulations, policies, procedures and standards pertaining to engineering and construction. This is a representative summary of the major duties and abilities. Please refer to the class specification for full description of knowledge, skills and abilities, as well as examples of duties and other qualifications required for this position.

## EMPLOYMENT REQUIREMENTS

The minimum and preferred requirements are listed below. While the following requirements outline the minimum qualifications, Human Resources reserves the right to select applicants for further consideration who demonstrate the best qualifications match for the job. Meeting the minimum qualifications does not guarantee further participation in selection procedures.

**Minimum:** Bachelor's degree from an accredited college or institution with major coursework in civil engineering or a closely related field and four years of civil engineering experience.

**Preferred:** In addition to the minimum, an advanced degree in civil engineering and up to five years of professional civil engineering experience in the design and construction of roads, bridges, drainage structures, and related Public Works facilities with at least two years in a supervisory or management capacity.

**Special Requirements:** Must successfully complete an extensive and thorough background investigation which may include Live Scan fingerprinting prior to hire. Attend meetings outside of normal working hours. DMV printout prior to hire. Must file statements of economic interest with the Yuba County Clerk/Recorder. Will be required to perform disaster service activities pursuant to Government Code 3100-3109.

**Working Conditions:** Typical office environment. Residential, commercial, or industrial properties or other facilities under construction. Exposure to potential hazards at various construction sites.

**Licenses and Certifications:** Possess a valid California Class C driver's license within then (10) days of employment; maintain throughout employment. Registration as a Civil Engineer in the State of California. Maintain professional development and continuing education activities for valid certification as required by the position. Certified Floodplain Manager Desirable.

## BENEFITS AND COMPENSATION

<b>MERIT INCREASE:</b>	Typically 5% each year for the first 7 years	<b>Dental/Vision:</b>	County pays 100% of the Basic Plan Premiums for EE only and 80% for dependent(s).
<b>RETIREMENT:</b>	<b>Misc.</b> See Pension Reform Link on Human Resources Webpage for additional information. Yuba County does not participate in Social Security.	<b>Life:</b>	County provides \$50,000 in life insurance Coverage.
<b>VACATION:</b>	12 days for first 5 yrs with incremental increases every 5 yrs thereafter, up to 20 yrs	<b>DEFERRED COMP:</b>	Voluntary Deferred Compensation plan(s) are available
<b>HOLIDAYS:</b>	An average of 13 paid holidays per year, including 2 floating holidays	<b>EE ASST. PLAN:</b>	County paid confidential family wellness plan
<b>SICK LEAVE:</b>	Accrued every payroll period, up to 12 days per yr	<b>UNION AFFILIATION:</b>	MGMT—NONE
<b>HEALTH:</b>	The County pays 90% of the Basic Plan premium for employee only and 70% for dependent(s).	<b>ADMINISTRATIVE LEAVE:</b>	56 hours per fiscal year.

Submit Completed Official County Applications to:  
Human Resources and Organizational Services, 915 Eighth Street, Suite 113, Marysville, CA 95901

## COUNTY OF YUBA

**Yuba County** is located in the Northern Sacramento Valley, approximately 40 miles north of the State Capitol, Sacramento, and two hours away from San Francisco and Lake Tahoe. The boundaries stretch from the farms and orchards of the valley to the timberlands of the Sierras. With an estimated population of 70,000, Yuba County offers its residents the many advantages of a rural lifestyle, away from the pressures of the urban areas. The County's rivers, lakes and outdoor recreation areas provide excellent hunting, fishing, boating, and skiing opportunities.

**Statement of Commitment**—We are dedicated to providing responsive, innovative and sustainable services that enhance the quality of life and uphold the public trust and interest.

### APPLICATION/SELECTION PROCEDURES

#### **TO APPLY FOR PRINCIPAL ENGINEER:**

Submit an official Yuba County employment application, **copies of valid license(s), certificate(s) and college transcripts, diploma or grade reports** to County of Yuba – Human Resources and Organizational Services, 915 Eighth Street, Suite 113, Marysville, CA 95901. Official County applications and materials are available online at [www.co.yuba.ca.us](http://www.co.yuba.ca.us) or at the Human Resources and Organizational Services Department. **Note: All diplomas or degrees must be from an accredited college or university. To obtain information regarding accreditation, refer to the US Department of Education Office of Post Secondary Education at: <http://ope.ed.gov/accreditation/search.aspx>**

#### **APPLICATION SCREENING:**

To begin the hiring process, an applicant must submit a completed County application prior to the final filing deadline. Applications must be completed legibly, all questions must be answered, and the required documentation must be provided. ***Please be sure to use the current application located on the County website. Old applications cannot be accepted. All applicants will be given written notice regarding the status of their application and selection procedures. The County prefers to communicate via email, if provided, to expedite communication. It is also recommended that applicants review their SPAM mail daily as to not miss any important communication from the County.*** Please refer to the [Employment Application Instructions](#), which accompanies the County application, for additional details. Failure to provide the required documentation may result in rejection of your application.

**Applicants must provide the following documents by the filing deadline:**

- **Yuba County Employment Application—complete & signed**
- **Diploma and Unofficial Transcripts**
- **Copies of Licenses and Certifications**

#### **MINIMUM QUALIFICATIONS:**

All applicants must clearly demonstrate he/she meets the minimum qualifications, by the final filing deadline, to be considered in the selection and testing phases of the process.

#### **EDUCATION AND EXPERIENCE:**

Education and experience as detailed on the employment application will be thoroughly reviewed. Please include all experience, education, and training pertinent to the knowledge, skills and abilities required for the position. This is an essential part of the process and will be used to determine further eligibility to participate in the next phase of the selection procedures.

#### **TESTING ACCOMMODATION:**

If special accommodations are required at any stage of the selection process, complete the Request for Reasonable Accommodation in the Examination Process Form and provide the required documentation by the final filing deadline. The form can be obtained by accessing the link on the Human Resources and Organizational Services homepage or by contacting Human Resources.

**VETERAN'S CREDIT:**

All applicants who have successfully completed the application/selection procedures and examination process may be eligible for veteran's credit. Applicants must have served on active duty for a period of not less than 90 days in the armed forces in time of war or national emergency, or in time of peace in a campaign or expedition for service in which a medal has been authorized by the government of the United States and who has been discharged or released under honorable conditions, and widows of such persons shall be allowed credit. Military Records Form DD214 must be submitted for further review and determination of appropriate credits.

**WAIVER OF SELECTION PROCEDURES:**

When selection procedures have been publicly announced and the number of applicants meeting the minimum qualifications for the position is five or less, the Human Resources Director may, at her/his discretion; a) Waive the competition entirely and submit the names of the applicants meeting the minimum qualifications to the appointing department, b) Revise the conditions of competition to a more practical basis under the circumstances.

**EMPLOYMENT ELIGIBILITY LIST:**

An employment eligibility list is established for those applicants who successfully pass all phases of the examination process. This list will be held for a maximum of one year from the date the list is certified. For each vacancy the top five (5) ranks on the list will be certified to the department for final selection, which will include a departmental interview.

**DEPARTMENTAL INTERVIEW:**

The Community Development & Services Agency will notify the applicant of the date and time of his/her interview. The applicant will be asked a series of questions about his/herself and his/her related experience, education and training that exhibit the knowledge, skills and abilities essential to the job. The applicant may also be asked questions about hypothetical situations to test his/her ability to make decisions and use sound judgment and common sense.

**CONDITION OF EMPLOYMENT**

All appointments to a position are contingent upon successful completion of the following items:

**BACKGROUND INVESTIGATION:**

Selected applicant(s) must undergo a background investigation. Certain positions are required to undergo fingerprinting for the purposes of criminal history information. Background investigations may include verification of education, professional licenses and/or certifications, credit history, driving history, previous work history, personal and professional references, and records of mandated drug and alcohol testing as required for safety sensitive transportation work by Department of Transportation.

**PRE-EMPLOYMENT MEDICAL REVIEW/EXAMINATION:**

Selected applicant(s) who successfully complete the background investigation are required to complete a pre-employment medical review/examination, which may include drug screening, to assess his/her overall medical suitability for the position.

**IMMIGRATION REFORM AND CONTROL ACT OF 1986:**

Selected applicant(s) are required to submit documents verifying the applicant's identity and authorization to work in accordance with the Immigration Reform and Control Act of 1986.

**LICENSING AND CERTIFICATIONS:**

Some positions are mandated by law to possess and maintain specialized certificate(s), license(s) and/or registration(s) at the time of appointment. Certain positions are required to obtain such items within an established timeframe or be subject to dismissal.

**AGENCY SHOP:**

All new, regular employees, with the exception of supervisory position(s), shall be required to join the employee association or pay a 'Fair Share Fee' as a condition of employment.

**DISASTER SERVICE WORKERS:**

All Yuba County Employees are designated Disaster Service Workers through state and local law (California Government Code Section 3100-3109). Employment with the County requires the affirmation of a loyalty oath to this effect. Employees are required to complete all Disaster Service Worker-related training as assigned, and to return to work as ordered in the event of an emergency.