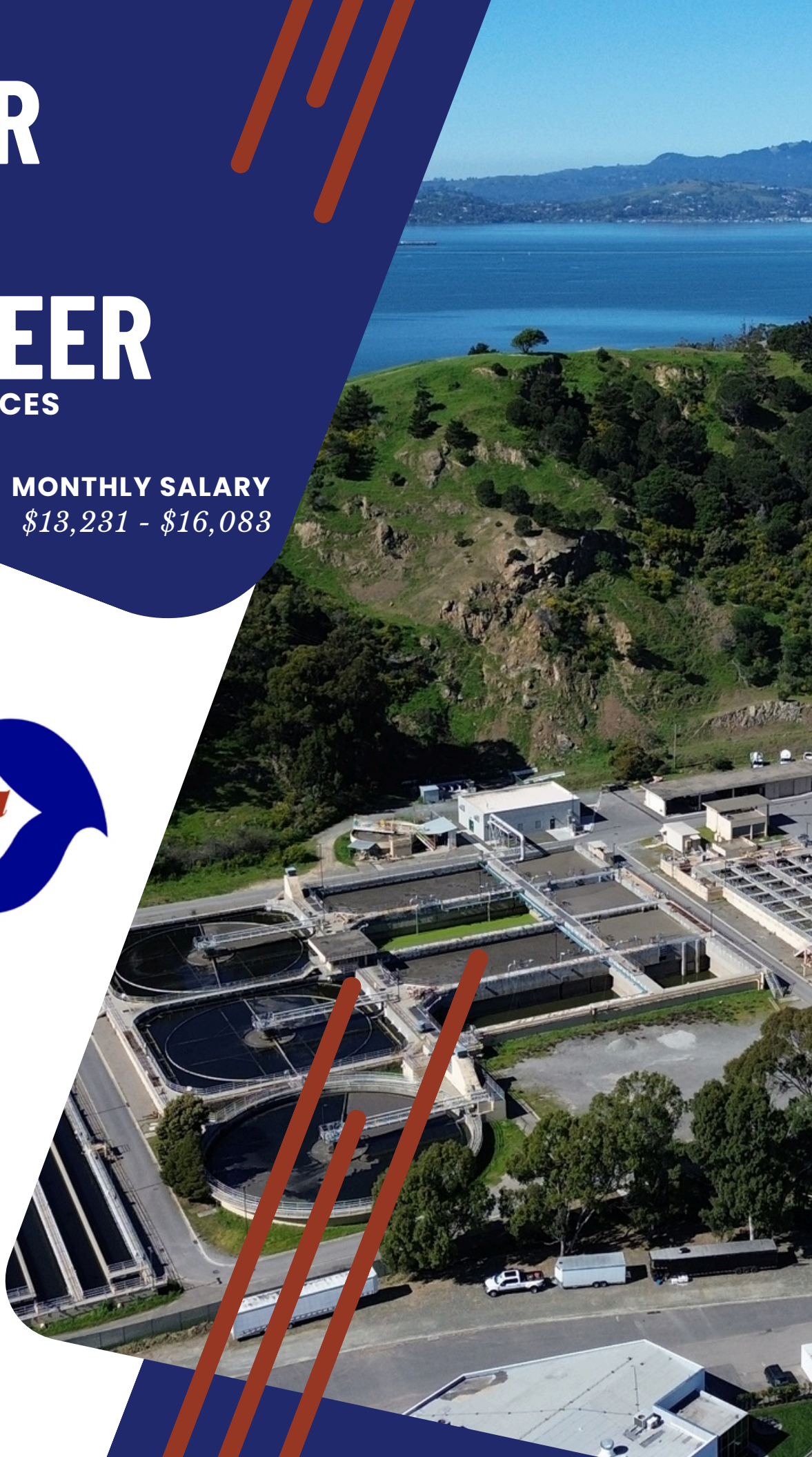


# SENIOR CIVIL ENGINEER

WATER RESOURCES

MONTHLY SALARY

\$13,231 - \$16,083



# THE COMMUNITY

The City of Richmond is a diverse, vibrant community located in Contra Costa County, just north of Berkeley and a short distance from San Francisco. It enjoys a mild Mediterranean climate and is home to rich wildlife along its shoreline, islands, and regional parks. Incorporated in 1905, Richmond is best known for its critical role during World War II, when its four Kaiser shipyards and numerous war-related industries made it a national center of wartime production.

Today, Richmond is an important hub for industry, shipping, government, and oil refining, while also emerging as a growing center for technology and innovation. Its economy is supported by the Port of Richmond, the Chevron refinery, local businesses, and retail. The City offers abundant cultural and recreational amenities, including arts centers, theaters, 32 miles of shoreline, extensive parklands, and more completed Bay Trail than any other city. Richmond truly lives up to its motto as a City of Pride and Purpose.



## CITY GOVERNMENT

Richmond operates under a council-manager system of government with seven members (including mayor and vice mayor) elected to alternating four-year terms.



# THE DEPARTMENT

This role will be under the auspices of the City's Public Works Department. The City of Richmond Public Works Department, in partnership with the City's diverse community, proudly supports and sustains the environment and infrastructure by demonstrating responsiveness, innovation, and professionalism. The Department's mission is to provide our residents and the City with a higher quality of life through quality public service, accomplished through partnership, teamwork, employee development, continuous improvement, and fostering a positive public image. The Department is excited to be involved with a huge, \$200 million CIP program.

To learn more about the department, [click here](#).

# THE POSITION

Under the direction of the City Engineer or designee, the Senior Civil Engineer supervises and participates in both the field and office work of engineers, inspectors, and technical personnel in connection with the design and construction of streets, sewers, and other public and private works as required.

This is a management position that requires supervision, training, and evaluation of subordinates. It requires considerable latitude for independent judgment and action. The Senior Civil Engineer will also assist in the development and implementation of City departmental or division goals, policies, procedures, and priorities.

The Senior Civil Engineer - Water Resources will manage their own portfolio of capital improvement projects, regulatory programs, and operational initiatives, including sewer collection system improvements, wastewater treatment facility projects, stormwater infrastructure upgrades, wet-weather/SSO mitigation programs, and NPDES permit compliance activities. The incumbent will frequently address resident concerns, support regulatory reporting, and provide technical guidance to partners, consultants, and contractors. This role requires strong communication skills, as the incumbent will regularly collaborate with community members, regulators, consultants, and internal City teams. The position also provides an opportunity to help shape the City's long-term wastewater and stormwater service delivery models and contribute to a modernized Water Resources Division. The Senior Civil Engineer - Water Resources supervises and participates in both field and office engineering work related to the planning, design, construction, maintenance, and regulatory compliance of the City's wastewater and stormwater systems.

For a complete list of Essential Duties, as well as required Knowledge and Skills, [click here](#).

# THE IDEAL CANDIDATE

The ideal candidate for this role will exhibit a proven track record as a quick learner with the ability to work effectively both independently and within teams. They should possess excellent judgment, flexibility, and competence to perform a variety of office and field support duties. A key attribute is a willingness to continuously learn and adapt to new training.

The incumbent will be self-motivated, adept at working harmoniously with diverse leadership styles, and possess the agility to pivot effectively in dynamic environments. The ideal candidate will stay current with best practices in wastewater and stormwater engineering, regulatory compliance, asset management, and water quality protection. They will demonstrate creativity and sound judgment in addressing complex collection system, treatment, and stormwater challenges, and will excel in collaborative problem-solving with operators, consultants, regulators, and community stakeholders. The candidate should be comfortable presenting technical information in clear, accessible ways; navigating sensitive issues such as SSOs, odors, and drainage concerns; and supporting the City's transition toward more modernized water resource management practices. This role demands an engineer who is innovative, adaptable, and committed to delivering reliable, compliant, and community-oriented water resource outcomes.

## REQUIREMENTS TO APPLY

### MINIMUM QUALIFICATIONS

#### Education and Experience

- Bachelor's degree in Civil Engineering or a related field.
- Four (4) to seven (7) years of increasingly responsible professional civil engineering experience, including supervision.
- Any equivalent combination of training, education, and experience that provides the required skills, knowledge, and abilities.

#### Required Licenses or Certifications

- Valid registration as a Professional Engineer in the State of California. Out-of-state reciprocity may be granted pending the successful completion of the California Exam within one year to remain in the Senior Civil Engineer classification.
- California driver's license is an ongoing requirement.
- QSP/QSD Certification is desirable but not required.

# COMPENSATION & BENEFITS

The salary range for this position is **\$13,231.30 – \$16,083.66 monthly**

*Salary is dependent on skills & experience demonstrated*

Maximum annual salary is \$193,003.92 with

approved Cost of Living Adjustment of 5% on July 1, 2026, & 5% on July 1, 2027

In addition to its competitive salary, the City offers a wide array of benefits, including the following:

**Medical Insurance:** Richmond offers a wide range of choices through CalPERS health program. The maximum City contribution is based on the Kaiser Permanente premiums.

**Dental/Vision:** The City pays 100% of the costs for the dental and vision plans.

**Vacation:** Ten (10) days, increasing after three years and potential vacation credit for prior employment.

**Administrative Leave:** Seven (7) days per fiscal year.

**Paid Holidays:** Fourteen (14) days per calendar year plus 5 floating holidays per calendar year.

**CalPERS Retirement:** Employees are covered by a pension program provided by the State of California Public Employees' Retirement System (CalPERS). Retirement membership plan for PERS Classic members (or members from reciprocal retirement systems) is 2.7% @ 55. Retirement for new PERS (PEPRA) members is 2.0% @ 62 years old. The employer' normal rate (excluding liability payments) for the 2023-2024 fiscal year is 13.89%.

**Flexible Spending Accounts:** Richmond offers three (3) different accounts for health care reimbursement, dependent care reimbursement, and transportation expenses.

**Life Insurance:** Group life insurance equal to two times the employee's annual salary, up to a maximum of \$250,000.

Other benefits such as tuition reimbursement, annual professional development reimbursement, long-term disability insurance, and an assistance employee program.

Please refer to the City's benefits summary [here](#).



# THE SELECTION PROCESS

**The final filling date is May 15, 2026**

To be considered, please electronically submit your resume, cover letter, and a list of five professional references (references will not be contacted in the early stages of the recruitment)

to: <https://koffassociates.com/richmond-senior-civil-engineer/>

Resumes should reflect years and months of positions held, as well as the size of staff and budgets you have managed. For additional information, please contact:

**Chelsea Freeman**

**510.570.3844**

**chelsea\_freeman@ajg.com**

**Website: <https://koffassociates.com/>**

Resumes will be screened based on the criteria outlined in this brochure.

Candidates with the most relevant qualifications will be given preliminary interviews by the consultant. Koff & Associates will report the results to the City. The City will then select candidates to participate in panel interviews. Extensive reference and background checks will be completed on the selected candidate.

Employment List: A ranking of "A" (Best Qualified), "B" (Well Qualified), or "C" (Qualified) is required to achieve a position on the Employment List. This Employment List will be in effect for a maximum of two (2) years; however, the list may be canceled, without notice, after six (6) months.

*The City of Richmond is an equal opportunity employer and prohibits discrimination against any applicant on the basis of race, color, age, physical or mental disability, religion, creed, sex, sexual orientation, or national origin. If you require an accommodation, please contact our Human Resources department at 510-620-6602.*



**Koff & Associates**  
A Gallagher Company