



CITY OF BEND



**ENGINEERING & INFRASTRUCTURE PLANNING
DIRECTOR / CITY ENGINEER**

\$106,053 – \$137,722





THE POSITION

The Engineering and Infrastructure Planning Director/City Engineer is responsible for the management and administration of the Engineering & Infrastructure Planning Department (EIPD). The Director/City Engineer leads the planning and design of City infrastructure in order to serve present and future needs of our fast growing community. This position provides the City Manager and the City Council with accurate information to support decision making and policy direction and provides effective, strategic leadership, positioning the City to meet the community's current and future needs.

EIPD is highly functioning team. This fiscal year the department has completed 12 projects adding \$69M in infrastructure improvements. Projects have been completed using a variety of alternative delivery methods such as Progressive Design Build, Best Value and CM/GC. The Department has structured a robust communication/public outreach strategy around each of these projects. Our public outreach efforts have been recognized on a national level, contributing to the trending conversations on community engagement.

The Department is preparing many multi-year complex projects in the 2019-2021 biennium and the proposed 2020-2024 Capital Improvement Program:

- The **Water CIP** schedule calls for an investment of approximately \$18.2 million over the next five years for studies and system improvements.
- The capital improvement schedule for **Water Reclamation** for the next five years calls for expenditures of \$126.8 million for sewer collection system improvements.
- The **Stormwater CIP** schedule calls for investments over \$15 million in the next five years for a pipe replacement project, system improvements and an update of the Stormwater Master Plan.
- The current **Transportation Construction** schedule emphasizes the completion of CIP projects in design as well as projects to relieve congestion, improve connectivity and safety. The five-year Transportation Construction CIP includes \$73.7 million of projects.
- The five-year **Accessibility Construction CIP** includes \$4.5 million of city-wide improvements.

Critical functions, duties and responsibilities include:

- Leads EIPD team in accomplishment CIP projects in support of the goals identified by the City Manager and City Council. These projects include a variety of major transportation, sewer, water and wastewater improvements. These projects provide the needed infrastructure to leverage desired land development objectives. The City of Bend is in the midst of investing in its infrastructure at levels never experienced in the past.
- Manages a culture of innovation and continuous improvement that supports and enables the organization to embrace new ideas and operational enhancements. The Director values innovation in project delivery, diversity amongst the team, mentors engineers through all stages of their careers and values the life/work balance that has been established in EIPD's culture.
- Leads and contributes to the intense public involvement efforts surrounding infrastructure master planning efforts as well as CIP project communications. This position will be the face of the City's major CIP investments and will routinely work in public forums including City Council meetings, City Committee meetings, public discussion forums such as City Club, Rotary Clubs, Chamber of Commerce and other forums where the City's investments in its infrastructure will be discussed. Public engagement is one of the top priorities for this position and therefore, public speaking and gaining public trust are key skills needed for success.



IDEAL CANDIDATE PROFILE

The ideal candidate will be a seasoned and insightful leader that is driven to meet the challenges of the position and to achieve the City's mission. The preferred applicant will have finely tuned their project management and professional engineer's skills through successful completion of multiple significant infrastructure projects. The successful applicant should have proven experience overseeing multiple projects related to multimodal transportation, water, and wastewater.

The City of Bend has implemented a project management methodology that relies heavily on community feedback and participation. The next EIPD Director needs to be fully invested in engaging the community and the City's multiple stakeholders throughout the entire lifecycle of a project. Prospective incumbents will need to build trust with the community through their actions, communication and ability to adapt projects to the community's needs. The position also works closely with other City departments that provide services to the community such as water, street maintenance, long-range planning and private development. The position is expected to foster excellent relationships internally and partner with internal stakeholders to achieve projects that maximize operational efficiencies.

The ideal leader of EIPD will be one who is technically skilled, flexible, innovative, and excellent at developing staff. The department is currently comprised of talented engineers at all levels of their careers, as well as a small group of support staff. The new EIPD Director needs to balance time supporting and developing staff while also helping the department navigate the complex political and community environment. The department will need a motivational leader who empowers staff to perform their duties at a high level, but is not afraid to make course corrections when needed.

COMPETENCIES

Candidates must demonstrate knowledge and skill in:

- Complexity management, organizational alignment and change management, supported by complex technology operations.
- Innovation and continuous improvement principles and practices.
- Organizational development principles and practices.
- Building diverse teams capable of delivering projects on time and on budget.
- Advanced project management skills.
- Fiscal management, including budget preparation, expenditure control, and record keeping.
- Leadership theories and practices, work styles and teambuilding.

EDUCATION, EXPERIENCE, CERTIFICATIONS AND LICENSES REQUIRED

Any equivalent combination of education and experience providing the incumbent with the knowledge, skills, and abilities required to perform the job. A typical way to obtain the knowledge and abilities would be a bachelor's degree in civil engineering and 5-10 years of progressively responsible management experience in a leadership role managing utility infrastructure projects for municipal agencies or special districts. Current or previous certification as a Professional Engineer required, and requirements to acquire State of Oregon Professional Engineer licensure within eighteen months of hire date.

BEND COMMUNITY

Near the geographic center of the state, Bend, Oregon, covers 32 square miles and sits at an elevation of 3,625 feet. According to the U.S. Census Bureau, last year the community was the fastest growing large city with a population greater than 50,000 in the West, now home to more than 90,000 residents.

Surrounded by unmatched natural beauty in Mt. Bachelor, Three Sisters Wilderness, Broken Top Mountain, Smith Rock State Park, Mt. Jefferson, Mt. Washington Wilderness and Cascade Lakes, year-round outdoor recreation abound. Whether it's skiing, snowboarding, snowmobiling, snowshoeing, mountain biking, fishing, hiking, rock climbing, white-water rafting or golf, residents love the outdoor life that Bend affords them.

When it comes to entertainment, Bend has far more than just outdoor recreation. With countless art galleries, annual music, art and film festivals, national headliner musical acts, theatrical companies, movie theaters, unique shops, national clothing chains, world-class dining and nationally recognized breweries, wineries and wine tasting bars, there's something for every taste and preference. The Bend area is served by the exceptional Bend-La Pine School District, which has 12 elementary schools, four middle schools, four high schools and four magnet schools. There are also several private schools, Central Oregon Community College and the new Oregon State University-Cascades campus.



COMPENSATION AND BENEFITS

The pay range for this position is **\$106,056 – \$137,724**. Benefits include:

- Medical, vision and dental insurance
- City-funded HRA account for medical expenses
- VEBA Program
- Telemedicine Hotline
- \$50,000 Life insurance
- Long-term disability insurance
- 11 Paid holidays
- 15 Vacation days per year
- 12 Days sick leave per year
- Performance leave program
- Optional 457 deferred compensation program
- Optional Flexible Savings Account
- Optional Dependent Care Savings Account
- Optional additional Life and Accident insurance
- Optional AFLAC emergency/disability insurance
- Optional Air-Ambulance insurance

The City of Bend participates in the PERS Retirement System. Employees become PERS members after working six full calendar months in a qualifying position requiring at least 600 hours worked per 12-month period. Contributions on the employee's behalf begin following completion of the six-month waiting period. The City makes "employer" contribution based on the employee's Tier I, II or OPSRP member status. The City also makes the "employee" member contribution of 6% of salary. For complete PERS program details, visit the website www.oregon.gov/pers.

HOW TO APPLY

Please visit: www.bendoregon.gov/jobs

All qualified candidates are strongly encouraged to apply by **June 12, 2019** (first review, open until filled). Applications, supplemental questions, resumes and cover letters will only be accepted electronically.

The City of Bend is committed to fostering, cultivating and preserving a culture of diversity and inclusion. At the City of Bend, we don't just accept differences; we value them. We are proud to be an Equal Opportunity Employer and support the Americans with Disabilities Amendments Act (ADAAA).