



CITY OF AURORA, COLORADO

Engineer

(Principal/Senior or Project Engineer)

Aurora Water – Wild Horse Reservoir

Be Part of Something Big!

This is a “once in a career” opportunity for a seasoned and licensed Engineer in water utilities to have a lead role in the design and construction of the new Wild Horse Reservoir in Park County, Colorado.

■ AURORA, COLORADO

Long known as the Gateway to the Rockies, this All-American City lies on the eastern edge of the Denver-Aurora metropolitan area. The city boasts spectacular views of the Front Range spanning from Pikes Peak to Longs Peak. And, if you need to travel locally or abroad, Aurora's proximity to three major highways, light and commuter rail lines, and Denver International Airport makes it not only accessible, but a short commute to the world.

More than 400,000 residents choose to call Aurora home, and over 24,000 businesses are licensed in Aurora making it the third largest city in Colorado and the 51st largest in the United States. The city covers 164 square miles and is located within three counties, Arapahoe, Adams, and Douglas, with 74 square miles of land inside city limits still undeveloped. Aurora's diversity as a majority-minority city, where no one ethnic group is the majority population and one in five residents is foreign-born, which is also reflected in the many ethnic and independent restaurants and thriving arts scene in the community.

Aurora provides access to quality education, with five school districts and nine campuses of higher learning meeting the instructional needs of residents and those beyond the city limits. Aurora is the only place in Colorado where students can get a Doctor of Medicine degree.

Aurora's climate is perfect for outdoor activities, providing residents and visitors ample opportunity to stay fit and enjoy all the amenities that Colorado life has to offer. Aurora has five golf courses, two reservoirs, nearly 100 developed parks, and over 8,000 acres of natural areas open space and trails. Situated at the foot of the Rocky Mountains, Aurora is a gateway to all Colorado has to offer.



■ THE ORGANIZATION

It is an exciting time to work for the City of Aurora, we're growing and looking for dedicated and collaborative individuals to join our team of talented and valued employees. Excellent organizations have a set of principles, or core values, that are used to implement their mission and vision. Those values represent the touchstone for the organization, guiding the decisions of the individuals and the organization. At the City of Aurora, we demonstrate our excellence by modeling the **CORE 4 Values** of: **Integrity, Respect, Professionalism, and Customer Service**, and we welcome all who share these values to apply.



Why Work for Aurora?

- ◆ Make a difference in the lives of real people every day.
- ◆ Diverse Community
- ◆ Competitive total compensation package
- ◆ Well-Funded General Employees Retirement Plan
- ◆ On-site fitness center and wellness programs
- ◆ Career advancement opportunities
- ◆ Access to innovative workspaces and remote work opportunities

For further information, please visit the city's website at www.auroragov.org.

**** Additional Incentives ****

- * Eligible for Flexible/Hybrid Work Schedule**
- * Pension Plan * Generous PTO ***
- * Sign-On Bonus * Reasonable Relocation Expenses * Access to City Vehicle ***
- * Work-Life Balance * Excellent – Majority Funded Health Benefits ***

■ DEPARTMENT OVERVIEW

Aurora Water's mission is to deliver safe, reliable, high quality, and sustainable water, sewer, and stormwater services for over 400,000 residents living in Aurora, Colorado. Aurora Water is comprised of approximately 520 full-time employees and an approved FY26 operating budget of \$250M and capital budget of \$300M. Because it is a large city not located near major water sources, Aurora Water has had to be creative and forward-thinking in its approach to meeting its community's water needs, such as:

- ◆ **Conservation:** Aurora Water's conservation initiatives have reduced water use so that less water is being treated today than in 2000 despite population growth.
- ◆ **Reuse:** Aurora Water has the largest water reuse system in Colorado.
- ◆ **Storage:** Aurora Water manages complex systems that transport water up to 150 miles and store enough water to supply the city for one year in case of emergency.



While Aurora Water is a national leader in water conservation and reuse, these efforts alone are not enough to sustain our emergency water reserves in the long term. With increasing risks and evolving climate conditions, additional water storage is needed to help ensure dependable supply during drought and resilience in the event of system outages or emergencies. The proposed Wild Horse Reservoir is the best approach to achieve this, in combination with ongoing water conservation and reuse efforts.

For information about Aurora Water, visit:

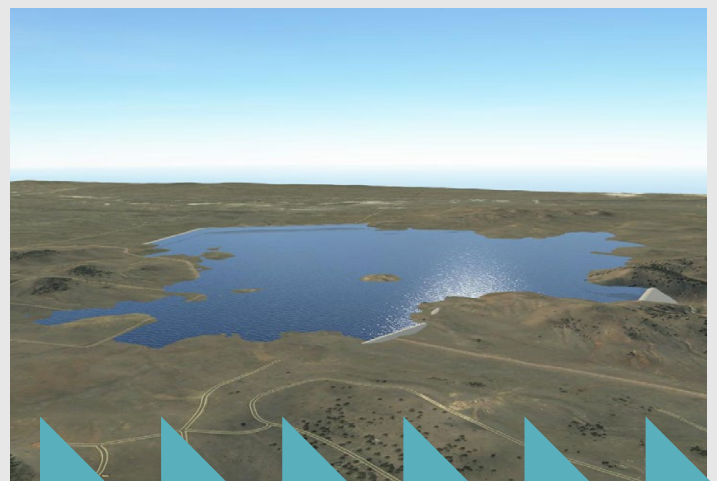
<https://www.auroragov.org/residents/water>.

The new Wild Horse Reservoir would ensure reliable water delivery for community needs, maintain accessible emergency water reserves during severe and prolonged drought or system emergencies, allow Aurora Water to better manage its existing water rights and provide recreational amenities and economic opportunities for Park County.

The Bureau of Land Management (BLM), as the lead federal agency, is managing the federal National Environmental Policy Act (NEPA) process and will prepare an Environmental Impact Statement (EIS), which is a public-facing, comprehensive analysis of the potential environmental and social impacts from Wild Horse Reservoir. The NEPA process is expected to formally begin in 2026 and take about two years to complete. More information will be posted as it becomes available. Provided that all applicable permits, authorizations, and approvals are received, Aurora Water's goal is to begin construction on Wild Horse Reservoir around 2030. Aurora Water is concurrently working on reservoir design in partnership with third party consultants and a CM/GC contractor to prepare for construction should the BLM record of decision be favorable.

For information about Wild Horse Reservoir, visit:

<https://wildhorsereservoir.org/>.



■ ABOUT THE POSITION

The new **Engineer (Principal/Senior or Project Engineer)** position will be a project lead for the design and construction of the Wild Horse Reservoir project. The level for this position will be Principal, Senior or Project Engineer II depending on qualifications and experience. The Wild Horse Reservoir project is a proposed 95,000 acre-feet, becoming the largest reservoir managed by Aurora Water. The design for this \$1+ billion project is underway and will take a couple of years to complete. Once construction commences, it will take between 6 to 7 years to build. It is anticipated that the position will continue after completion of the Wild Horse Reservoir project as there are many other exciting project opportunities in Aurora Water's future.

*Key areas of responsibility for the **Engineer (Principal/Senior or Project Engineer)** include:*

- ◆ Provide leadership, mentoring and technical guidance to direct report engineers (if applicable) and the large consultant teams managing program tasks. Assure that projects meet established quality standards and consultants and contractors are held accountable for spending and deliverables.
- ◆ Develop and manage the Wild Horse Reservoir program budget and spending plan. Ensure contracts are identified, properly budgeted and tracked via an updated cash flow and project management model monthly.
- ◆ Knowledge of contracts and provide guidance in management and operation conversations/decisions.
- ◆ Be the in-house Wild Horse Reservoir program design and construction technical expert and keep up to date on the project status, issues, resolutions and latest applicable technological advancements to make recommendations for implementation in Aurora.
- ◆ Serve as a spokesperson for Wild Horse Reservoir design and construction tasks and represent the Department or City. Ensure compliance with regulatory agencies, Federal, State, and Local policies and procedures.
- ◆ Support the values, mission and key initiatives of Aurora Water.
- ◆ Develop and manage the overall project plan, including defining project objectives, deliverables, timelines, and resource allocation.
- ◆ Oversee the design development phase, collaborating with engineers and specialists to ensure designs meet safety, functionality, and regulatory standards.
- ◆ Review drawings and specifications for constructability, completeness, and accuracy.
- ◆ Coordinate with operations managers to ensure that goal and objectives are achieved.
- ◆ Develop and manage the project budget, including cost estimation, resource allocation, and expense tracking.
- ◆ Implement cost-control measures and optimize spending to ensure project completion within budget constraints.
- ◆ Track and monitor project expenditures regularly, analyzing variances against the budget and taking corrective actions as needed.
- ◆ Serve as a liaison between stakeholders, including clients, architects, engineers, contractors, inspectors, and regulatory agencies.
- ◆ Cultivate and maintain strong relationships with all stakeholders, ensuring effective communication and collaboration throughout the project lifecycle.
- ◆ Provide regular updates on project progress, budget status, and any potential issues or deviations to all relevant parties.
- ◆ Establish and enforce a robust quality control plan to ensure all construction activities meet specified standards and adhere to design specifications.
- ◆ Develop, implement, and enforce safety protocols and procedures, ensuring strict adherence to site safety policies.
- ◆ Identify potential project risks and challenges, developing and implementing strategies to mitigate them.
- ◆ Develop contingency plans and response protocols for unforeseen delays, emergencies, or other project-related problems.
- ◆ Coordinate with the legal department to facilitate the development, negotiation, and execution of project contracts, including those related to procurement and subcontractor agreements.
- ◆ Lead and mentor a diverse project team, fostering a collaborative and productive work environment.
- ◆ Delegate tasks effectively and provide guidance and support to team members.
- ◆ Motivate and encourage the team, resolving conflicts and addressing any performance issues promptly.
- ◆ Manage contract-related aspects of the project, including negotiating contracts with suppliers and subcontractors.
- ◆ Ensure all contractual obligations are met and address any contract disputes or deviations from the terms of agreements.

MINIMUM QUALIFICATIONS

Education:

- ◆ Bachelor's degree from an accredited institution in Civil, Geotechnical, Structural, Environmental, Mechanical or Chemical Engineering (or similar related field).
- ◆ An equivalent combination of education, training, and experience that demonstrates required knowledge, skills, and abilities may be considered.

Experience:

- ◆ Principal Engineer: Ten years of professional level engineering experience including at least three years of supervisory experience.
- ◆ Senior Engineer: Eight years of professional level engineering experience including at least one-year supervisory experience preferred.
- ◆ Project Engineer II: Six years of professional level engineering experience.

Licenses and Certifications:

- ◆ Required: PE (or equivalent) registration in the State of Colorado, or ability to obtain licensure through reciprocity within six months.
- ◆ Preferred: Project Management Profession (PMP) certification.



■ COMPENSATION AND BENEFITS

Full Salary Range: **\$116,892 - \$182,644/year**. Starting salary to be commensurate on the qualifications and experience of the successful candidate.

The City also offers an attractive benefit package. To learn more, go to:

https://www.auroragov.org/city_hall/working_for_the_city/benefits___retirement

■ APPLICATION PROCESS

The final resume review deadline is **Friday, November 28, 2025**. To be considered for this exceptional career opportunity, please submit your resume, cover letter, and a list of four work-related references (who will not be contacted without prior notice) to: <https://www.cpshr.us/recruitment/2543>.

For additional information about this position please contact:

CPS HR CONSULTING
Your Trusted HR Advisor For 40 Years

KYLIE WILSON

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Resumes will be reviewed by the consultant and sent to the city for further consideration. Candidates deemed to have the most relevant qualifications will be invited to interview with the city.