

TRAVIS COUNTY, TEXAS

# Engineer and Sr. Engineer – Traffic Engineering Group

Transportation and  
Natural Resources (TNR)



TRAVIS COUNTY

Travis County's Transportation and Natural Resources (TNR) department is seeking to fill two Engineers and one Senior Engineer position in Public Works/Traffic Engineering to come work for one of Forbes' 2019 Best Large Employers in Austin, Texas. ***These position are eligible to work remote!***





## Job Summary

The Engineering Division Manager is seeking to hire two (2) new Engineers and one (1) Senior Engineer for Public Works/Traffic Engineering to join the Travis County team. These positions were added during the FY23 budget process due to the unprecedented construction growth in Travis County.

These new positions will join an engineering team comprised of Traffic Impact Analysis Review, Traffic Engineering, Drainage and Pavement Management. Due to an increased number of development applications, the Traffic Engineering and Traffic Impact Analysis Review Group continues to experience a high level of growth. A Traffic Impact Analysis is required for any development generating over 1,000 trips per day. TIA submissions have increased at a rapid rate, from 5/year to 50 submissions in 2021 and 80 projected submissions in 2022.

The Engineer and Senior Engineer positions in Public Works/Traffic Engineering will function as a project manager over highly complex small to medium-scale public works projects and coordinate/review traffic impact analysis and construction plans for residential, commercial, and industrial developments. The ideal candidate for these roles shall have traffic impact analysis review experience, traffic control plans, preparation of speed limit studies, stop sign studies, no parking evaluations and truck exclusions requested by constituents, as well as preparation of plans for the installation of any required signs resulting from these studies.

The Senior Engineer shall have extensive experience in development/review of traffic impact analysis. The ideal candidate for this role will scope incoming TIAs, oversee a team of TIA reviewers, manage third-party review consultant contracts, and provide quality control and oversight of the consultant.

In addition, the ideal candidate is one who has the ability to quickly acquire business acumen, successfully manage competing demands and priorities, empower and motivate diverse teams with varying skill sets, all while striving to deliver services in an innovative, efficient, and quality manner. The ideal candidate is (a)...

- Change Leader
- Relationship Builder
- Influencer
- Collaborator
- Resourceful
- Inclusive
- Politically Savvy
- Persuasive Communicator
- Cooperative
- Consensus-Building
- Results-oriented
- Motivator
- Coach
- Dependable
- Objective
- Resilient

# What additional responsibilities will you be expected to do in this role?

## *This role:*

- Functions as project manager over small to medium projects. Develops scope of projects, project schedules and budgets. Conducts feasibility research studies and analysis; may analyze roadway conditions, subdivision plats, street and drainage plan and site plans, and field conditions.
- Prepares or oversees the preparation of plans, specifications and estimates for various transportation improvement projects. Develops or oversees the development and completion of and completes project planning documents, designs, specifications, and estimates.
- Prepares or oversees the preparation of detailed preliminary engineering designs which include engineering drawings, schedules, and estimates, planning and design of roadways, including, traffic control, contract administration, permit inspection and compliance, utility relocation coordination and inspection, and overall assurance of contractor compliance with project plans, specifications, estimates and various land surveys.
- Prepares a variety of engineering research and administrative materials, and develops correspondence, records, memorandums, and reports, attends meetings and training sessions, responds to inquiries and concerns from private and public entities, and other County officials and departments. May meet with neighborhood associations.
- Using and caring for computer-aided design and drafting (CADD), Geographic Information System (GIS) and other related electronic equipment.

## Minimum Qualifications

**Engineer:** Bachelor's degree in Civil Engineering and two (2) years of directly related, increasingly responsible professional engineering design and project management experience; or any combination of education and experience that has been achieved and is equivalent to the stated education and experience and required knowledge, skills, and abilities sufficient to successfully perform the duties and responsibilities of this job. Candidates must be licensed to practice as a Professional Engineer (P.E.) in the State of Texas issued by the Texas Board of Professional Engineers. If licensed in another state, must acquire license reciprocity in the State of Texas within six (6) months of date of hire. Candidates with an Engineering-in-Training certification will also be considered.

**Senior Engineer:** Bachelor's degree in Civil Engineering and four (4) years of directly related, increasingly responsible professional engineering design and project management experience as a licensed Professional Engineer (P.E.), including two years of lead, supervisory, management and/or project management experience.

## What We Prefer

Advanced training in Project Management, as well as Certification as a Project Management Professional (PMP).







## Compensation and Benefits

The approved salary range for the Engineer position is **\$80,000 - \$100,000** and for the Senior Engineer position is **\$90,000 - \$115,000**. Travis County offers excellent benefits, including a retirement plan in the Texas County & District Retirement System (TCDRS) with a 2.25:1 match (\$2.25 for every \$1 an employee deposits), and an 8-year vesting schedule. Employees have a mandatory contribution of 7% which means Travis County contributes 15.75% into your retirement account.

Travis County offers a full array of health and welfare benefits, including health, dental, vision, life, and disability insurance and an onsite health clinic available at no cost to employees and dependents enrolled in Travis County health insurance. Employees and their families are also eligible to participate in Long Term Care Insurance which provides benefits when you are unable to independently perform daily living activities.

Travis County now also provides benefits to employees for Paid Parental Leave. Employees are eligible for 8 weeks of Paid Parental Leave after six months of employment, along with generous vacation and sick time off, three personal days, and twelve paid holidays per year.

***This position is eligible for a remote/hybrid work schedule! Travis County prides itself on offering opportunities of advancement for current employees as well.***

For more information on employee benefits, visit the County's benefits page:  
<https://www.traviscountytexas.gov/human-resources/jobs/benefits>.

## Application Process

**The final filing date is Monday, February 13, 2023.** To be considered, submit a cover letter, list of six work-related references (who will **not** be contacted without prior notice), and a resume that reflects the size of staff and budgets you have managed. Your resume should indicate both months **and** years of beginning/ending dates of positions held. Submit the requested materials to: <https://www.cpshr.us/recruitment/2108>.

For additional information about this position please contact:



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Resumes will be reviewed by the consultant and sent to the county for further consideration. Candidates deemed to have the most relevant qualifications will be invited to interview with the county. Media checks, and a comprehensive reference and background check will be performed on final candidates.