

Coconino County Flood Control District is hiring:

District Engineer



Coconino County is a land of vast and endless beauty, home to many cultures.

UNIQUE OPPORTUNITY

Coconino County Flood Control District is recruiting for a District Engineer. The District is committed to a collaborative and empowering culture – a culture that supports a strong sense of belonging and deep trust. All team members work together to create, share, challenge, and grow our team. The District Engineer is a key contributor to this transformational leadership vision, specifically working within our organization to provide engineering guidance and leadership to our complex and varied flood mitigation and forest restoration projects, while ensuring we meet our Board of Directors' capital investment goals.





The District is funded by a secondary property tax so our revenues are stable and have grown. The District is recognized nationally for working with a set of consulting firms over the past 15 years to develop the most successful post-wildfire flood mitigation in the country. Most recently, the District secured upwards of \$132 million in federal, state and local funds to address Pipeline Fire post-wildfire flooding. To date, this remarkable team has accomplished just over \$117 million in projects that reduce the threat to lives and minimize impacts to public infrastructure and about 1,500 private properties. The work is nearing completion but an important project to mitigate U.S. Highway 89 remains in engineering, which is funded by a \$15.9 million federal Department of Transportation PROTECT grant (only one awarded in Arizona) and a \$3.2 million AZ SMART grant through the State Transportation Board.

This past year the District has turned its focus to mitigating the significant flood threat that exists in five major FEMA Special Flood Hazard Areas including Sedona, Tusayan, Munds Park, Fort Valley and Kachina Village. All of these areas can experience major monsoonal rainfall events and most can also experience serious flooding caused by rain-on-snow events so flooding is a year-round threat in Coconino County. This affords the District Engineer

with compelling challenges and opportunities to make a meaningful impact on residents' lives and the regional economy.



Alluvial Fan

Recently, the District's Board of Directors approved a Flood Mitigation Capital Plan for these highly flood-prone areas so the District is poised to move forward over the next several years to engineer and secure the grants and partnerships that will be necessary to construct the complex projects required to mitigate flooding.

For example, Tusayan is the primary gateway to the Grand Canyon National Park, whose visitation contributes over \$1.1 billion to the regional economy. Over 90% of the visitors to the park travel through Tusayan via State Route 64, which is subject to 10,000 CFS of floodwater during a 100-year rainfall event. Even much smaller flood events pose a serious threat to the highway and the regional economy but would also be devastating to the community of Tusayan's business, housing and importantly their wastewater treatment/recycled water plant. The Town of Tusayan, in close partnership with the District, secured a \$2.4 million grant to engineer a flood mitigation system for this

area, which is known now as the Ensuring Grand Canyon National Park Access Project. The engineering of this critical project is nearing the 60% level and for more information, go to <https://www.coconino.az.gov/3275/Tusayan-Drainage-Master-Plan>. Flooding impacts to Sedona with its over 4 million annual visitors is also a major threat to public safety and the regional economy.

The District also leads the County's Forest Restoration Initiative, which is a program to reduce the threat of catastrophic wildfire and post-wildfire flooding. To date, the District has invested over \$11 million on U.S. Forest Service lands to restore our forests to their natural condition. The foundation of this program is the most sophisticated pre-wildfire, post-wildfire modeling conducted by J.E. Fuller Hydrology, which has identified the areas at greatest risk for post-wildfire flooding and is used to prioritize the areas needing restoration. Once again, the District is forging the science and action as the leader in this arena.

AWARD-WINNING DISTRICT

The District, with the support of a strong team of consulting engineers and construction partners is nationally renowned for the Schultz/Pipeline and Museum Post-Wildfire Flood Mitigation Projects. Several wildfires resulted in catastrophic flooding of downstream neighborhoods beginning in 2010. After the 2022 Pipeline Fire, this remarkable team designed and constructed over \$117 million in flood mitigation projects in just over two years. In 2026, the District Team was awarded the **Arizona American Public Works Association Project of the Year - Disaster/Emergency Repair over \$75 Million** and the **National Association of Counties Achievement Award for the Pipeline Flood Mitigation Project**. Earlier awards include the **Arizona Association of Counties** and the **National Association of Counties** recognizing the Schultz Post-Wildfire Flood Mitigation. Our Administrator was the recipient of the **After the Flames Phoenix Award** in 2024 and was the recipient of a **Diversity Leadership Award** given by the Diversity Leadership Alliance. In addition, the District's innovative Forest Restoration Initiative has been recognized with an Achievement Award from the National Association of Counties (NACo) in the category of **County Resilience: Infrastructure, Energy & Sustainability** and awarded the **2023 Environmental Excellence Award** from Arizona Forward.



10-Year Flood Event, Tusayan, AZ, August 2023

THE IDEAL CANDIDATE

The Coconino County Flood Control District Engineer understands and embraces the breadth and complexity of flood control projects. The District Engineer works very closely with a set of consulting engineering firms that have a long history of supporting the District with achieving its goals and attaining national recognition. The District Engineer also supervises and works closely with the District's Hydrologist to implement the directives of the National Flood Insurance Program and the County's Drainage Criteria Manual. The ideal candidate brings a balance of in-depth hydrological engineering knowledge and practical engineering experience, as well as supervisory/coaching experience and leadership vision. For an ideal candidate, the District seeks a professional with knowledge of a wide range of flood mitigation/control measures, including measures such as channels, storm drain systems, detention/retention basins, berms, and flood retarding/dam structures and understands and can fully utilize hydrological modeling using various software tools including FLO 2-D and HEC RAS. Importantly, the District Engineer has experience leading during flood emergencies and specifically with rain and stream gauges and flood emergency notification systems. Furthermore, having experience communicating with elected officials, funding agencies and partners, and engaging with the public to secure project support are key attributes.

The Wave, Coconino County AZ



Fall colors at Arizona Snowbowl

WE VALUE HONESTY, FAIRNESS, AND MUTUAL RESPECT

The District Engineer is a skilled leader who is open-minded, ethical, honest and accountable. This individual is enthusiastic about public service, supports an already very strong team and exhibits superior character traits, including:

- Professional credibility and confidence;
- Trustworthiness, humility, and integrity;
- Strong work ethic;
- Balances big-picture, visionary thinking with thoughtful strategic implementation of District programs and services;
- Sensitivity and savvy navigating the political nature of the work;
- Agility to work collaboratively with community partners, residents, and elected officials on key community priorities;
- Experience leading and coaching diverse teams toward their goals; and
- Ability to work under pressure during emergencies and disasters.

COCONINO COUNTY

- Coconino County is the second largest county in the contiguous United States; larger than the country of Switzerland.
- More than 145,000 people live here.
- 27 percent of the population is of Native American descent; 14 percent is Hispanic.
- Nearly a third of the residents have a college degree.
- The largest city is Flagstaff, with approximately 77,000 residents.
- Other communities include Sedona, Tusayan, Williams, and Page, which are all major tourism and recreational destinations.

“The landscape across Coconino County is truly stunning. It draws active, engaged people who work hard, play harder and care deeply about their community. It is a very special place to call home.” – LUCINDA ANDREANI • Flood Control District Administrator



FLAGSTAFF

Flagstaff is a sophisticated four-season destination city with the warmth and charm of a small town bathed in spectacular natural beauty.

- Located at 7,000 feet at the base of the San Francisco Peaks.
- Situated on the storied Route 66, and at the crossroads of Interstate 17 and Interstate 40.
- Flagstaff Airport transports thousands each year with 102,184 enplanements in 2019.
- Grand Canyon National Park is a 90-minute drive away; Sedona and the Red Rock Country are a 45-minute drive from Flagstaff.
- Arizona Snowbowl offers skiing and snowboarding.
- Arizona Nordic Village grooms nearly 30 miles of trails for cross-country skiing.
- More than 56 miles of trails make up the Flagstaff Urban Trail System.
- Four-and-a-half million people visit the historic downtown district annually.
- World-class astronomical research and public education continue at Lowell Observatory, where Pluto was discovered.
- Arts and science festivals help generate more than \$90 million annually in tourism revenue.
- The Museum of Northern Arizona houses more than five million Native American artifacts, natural science specimens and fine art pieces.
- Flagstaff Medical Center is the region's Level 1 Trauma Center.
- Flagstaff is home to Northern Arizona University, a premier research and higher education institution with more than 30,000 students.
- Coconino Community College fosters a learning environment for 10,000 students each year and is instrumental in training the County's nurses, firefighters and paramedics.

OUR AWARD-WINNING CITY

- First International Dark Sky City
- 80 miles from Grand Canyon National Park
- City of Seven Wonders: Grand Canyon National Park, Walnut Canyon National Monument, Wupatki National Monument, Sunset Crater National Monument, Oak Creek Canyon, Coconino National Forest, San Francisco Peaks
- Four James Beard Awards-nominated restaurants
- The International Mountain Biking Association named Flagstaff one of 28 designated “Trail Towns” for the exceptional efforts of the community to build, fund and support mountain biking trails.
- U.S. News & World Report, No. 16, underrated vacation destinations, May 2025
- CNN named Flagstaff among the 10 best towns in 2024, ranking it No. 6
- USA Today named Flagstaff the most dog-friendly destination in the country.



COMPETITIVE COMPENSATION

The salary range for the District Engineer will be commensurate with the candidate's level of expertise, knowledge and experience

LOCALLY FUNDED WITH A FOCUS ON INVESTING IN THE FUTURE

The Coconino County Flood Control District now owns and maintains over \$160 million in flood mitigation assets as well as manages a robust post-wildfire flood warning system. The District is responsible for administering the FEMA designated floodplains and the National Flood Insurance Program within the unincorporated, non-tribal areas of the County as well as within the communities of Sedona, Tusayan, and Page. The District, with strong support from its Board, has been extremely successful in securing significant federal and state funding over the past 15 years and is nationally recognized for mitigating post-wildfire flooding and its Forest Restoration Initiative.

The District's revenues are estimated to be over \$11 million in FY 2027 and we are actively pursuing several federal and state grants to support the Flood Mitigation Capital Improvement Plan investments and Forest Restoration Initiative. The projects identified in the Flood Mitigation CIP are estimated to cost over \$100 million. The District has strong relationships with our Congressional members and with State leadership and with the key federal and state agencies that regulate and fund flood mitigation. The District is also very proud of its acclaimed public and advocacy communication vehicles that are seen as important sources for flood and forest restoration facts derived from working closely with educational institutions including Northern Arizona University's Economic Policy Institute and Ecological Restoration Institute as well as Arizona State University's LightWorks® and the University of Arizona Geological Survey.

For more information about the department, please visit <https://www.coconino.az.gov/1450/Flood-Control-District>.



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ROBUST BENEFITS PACKAGE

- Comprehensive, cost-effective benefits package through the Coconino County and Northern Arizona Public Employees Benefit Trust (NAPEBT)
- Medical, dental, and vision insurance
- Life insurance
- Flexible Spending Accounts (FSAs) and Health Savings Accounts (HSAs)
- Access to the Vera Whole Health Clinic for employees and enrolled family members
- Robust wellness program
- Employee Assistance Program (EAP)
- Tuition reimbursement
- Vacation sell-back program
- Personal day purchase program
- Paid volunteer time off
- Training academies
- Leave-sharing program
- Flexible vacation, personal time, and leave options
- Up to four weeks of paid parental leave
- Professional development opportunities
- 10 paid holidays annually
- Membership in the Arizona State Retirement System (ASRS)

For detailed information about benefits, including cost tables, visit:

<https://www.coconino.az.gov/258/Employee-Benefits>

APPLICATION AND SELECTION PROCEDURE

This position is open until filled. To be considered for this exceptional career opportunity, submit your resume, cover letter, and a list of six work-related references (two supervisors, two direct reports and two colleagues) by the first resume review date of **September 18, 2026**. Resume should reflect years and months of employment, beginning/ending dates as well as size of staff and budgets you have managed.

Please go to our website to submit your application:

<https://www.cpsr.us/recruitment/2657>

For further information contact:

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Resumes will be screened in relation to the criteria outlined in this brochure. Candidates deemed to have the most relevant backgrounds will be invited to participate in a preliminary screening interview with the consultant. Individuals deemed most qualified will be presented to the District. An appointment is expected after finalist interviews and extensive reference and background checks that will be coordinated with the successful candidate.

Candidates selected as finalists will be required to complete the County's online employment application before moving forward in the recruitment process. Instructions for completing the application will be provided at that time.