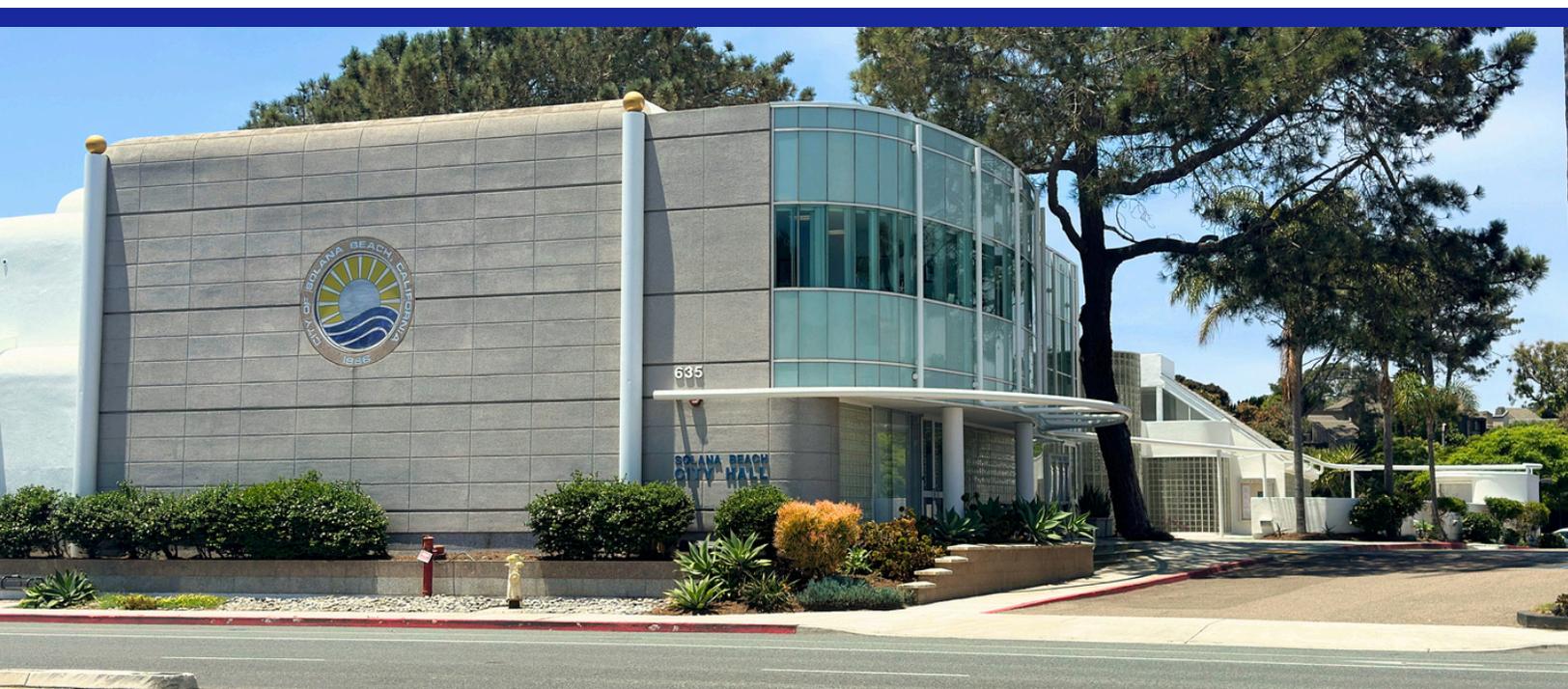




The City of Solana Beach Invites Applications for

SENIOR CIVIL ENGINEER





THE ROLES

The City is recruiting for two Senior Civil Engineer positions within the Engineering and Public Works Department, both reporting to the City Engineer. These positions support the City's infrastructure planning and delivery functions and play key roles in managing complex projects, ensuring regulatory compliance, and supporting high-quality public infrastructure. Depending on assignment, a Senior Civil Engineer will lead one of two focus areas:

Engineering & Permitting

The Senior Civil Engineer in this focus area oversees private development and right-of-way permitting, development-related public improvements, asset management, and stormwater regulatory compliance. Responsibilities include reviewing and conditioning private development and encroachment permits; administering MS4 requirements; and developing and maintaining engineering standards and procedures. This position works closely with developers, utilities, regulatory agencies, and internal City teams to ensure consistent application of City standards and successful acceptance of public infrastructure.

Capital Planning & Delivery

This Senior Civil Engineer in this focus area leads long-range capital planning and delivery of the City's Capital Improvement Program. Responsibilities include CIP planning and prioritization; managing design and construction of transportation, facilities, drainage, and sewer projects; and administering sanitary sewer regulatory requirements. This position works closely with Operations, Finance, consultants, and external agencies to deliver projects that are fiscally responsible, technically sound, and aligned with City priorities.

Both positions mentor staff, manage consultants and service contracts, support emergency response activities, respond to community requests, coordinate with internal and external stakeholders, manage grant and funding programs, and provide technical expertise on highly visible and sensitive projects that directly impact the community.

To view the full job description, visit: [Senior Civil Engineer Job Description](#).

THE DEPARTMENT

The Engineering and Public Works Department is committed to maintaining and enhancing the City's infrastructure and public spaces. Our responsibilities include the upkeep and improvement of streets, sewers, storm drains, streetlights, traffic signals, facilities, and public parks—ensuring safe, reliable, and well-maintained infrastructure for our community.

The Engineering Division plays a vital role in reviewing private development projects at both ministerial and discretionary levels, supporting responsible growth and compliance with City standards. In addition, the Division manages the City's Capital Improvement Program (CIP) and oversees the City's stormwater and sewer regulatory compliance programs. The Division works closely with Public Works Operations, other City departments, regulatory agencies, neighboring cities, utilities, and the public to support responsible development and infrastructure investment.

To learn more about the Department, visit: [City of Solana Beach Engineering & Public Works Department](#).

THE COMMUNITY

Incorporated in 1986, the City of Solana Beach is a General Law City with a Council-Manager form of government. The Solana Beach City Council consists of four members representing four separate Council Districts and a city-wide elected Mayor. Solana Beach is located along the northern coast of San Diego County and has 1.7 miles of coastline, covers 3.2 square miles and is about 95% built-out. The average winter temperature is 62 degrees and the summer average is 72. The City is bounded on the west by the Pacific Ocean, on the north by San Elijo Lagoon and the City of Encinitas, on the east by the unincorporated community of Rancho Santa Fe and by the 125 acre San Dieguito County Park, and on the south by the City of Del Mar (and the Del Mar Fairgrounds). Solana Beach has a population of approximately 13,500 – primarily residential. The community is home for many artisans, high tech business and professionals.



QUALIFICATIONS

Any combination of experience and training that would likely provide the required knowledge and abilities is qualifying. A typical way to obtain the knowledge and abilities would be:

Education:

A Bachelor's degree from an accredited college or university with major course work in civil engineering or a related engineering field

Experience:

Six (6) years of increasingly responsible civil engineering experience including with two years of experience leading staff and/or supervising projects.

Required Certification:

Current and active registration as a Professional Engineer with the State of California (P.E.).

KNOWLEDGE, SKILLS & ABILITIES

Knowledge of:

- Principles and practices of employee supervision, including work planning, assignment, review and evaluation, discipline, and the training of staff in work procedures.
- Principles and practices of engineering project management, and program development and administration.
- Principles and practices of civil engineering as applied to the planning, design, cost estimating, construction, installation, and inspection of a wide variety of municipal facilities, miscellaneous buildings and structures.
- Civil and transportation engineering principles, concepts, standards, and practices associated with public works programs and private development projects.

Ability to:

- Assist in developing and implementing goals, objectives, practices, policies, procedures, and work standards.
- Supervise, train, plan, organize, schedule, assign, review, and evaluate the work of staff.
- Analyze, interpret, apply, and enforce applicable Federal, State, and local policies, procedures, laws, and regulations.
- Identify problems, research and analyze relevant information, develop and present recommendations and justification for solution.

To view the full job description, visit: [Senior Civil Engineer Job Description](#).

ADDITIONAL REQUIREMENTS

Physical Examination and Background Check:

Employment offers are conditional based upon the successful completion of a medical examination which includes drug and alcohol screening. Physicals are performed by the City's designated physician at the City's expense.

The applicant selected will be subject to a criminal history investigation through the California Department of Justice (DOJ) and a thorough background check. A waiver for reference and background information must be completed.

Possession of a Valid California Driver's License

Employees in classifications requiring possession of a valid California driver's license will be enrolled in the Department of Motor Vehicles (DMV) Government Employer Pull Notice Program, which confirms possession of a valid driver's license and reflect the driving record.

Special Requirements:

City of Solana Beach employees are designated Disaster Service Workers through state law (California Government Code Section 3100-3109). Employment with the City requires the affirmation of a loyalty oath to this effect. Employees are required to complete all Disaster Service Worker-related training as assigned, and to return to work as ordered in the event of an emergency.

COMPENSATION & BENEFITS

The Senior Civil Engineer position is a FLSA exempt, at-will management position.

- **Monthly:** \$10,692.93 to \$15,574.00
- **Annually:** \$128,315.20 to \$186,888.00

The City's benefits package includes:

- New CalPERS members will be enrolled under a 2% at 62 PERS retirement formula, and Classic members (as defined by CalPERS) will be enrolled under a 2% at 60 PERS retirement formula. Both formulas will be based on the employee's 3 year highest salary. The City does not participate in Social Security
- The City will contribute \$1 for each \$1 contributed to a 457 Deferred Compensation Savings Plan by each employee, with an annual cap of \$2,000 per year. Employees must have an active 457 Savings Plan account with the City's provider.
- The City provides up to \$1,782.95 per month in a Cafeteria Health Plan, which allows employees to purchase a medical insurance plan through the California Public Employees Retirement System (CalPERS). Dental and Vision insurance plans are also available. Opt-out option is capped at \$475 per month.
- Standard vacation, and sick leave provisions.
- Holidays: 13 full day holidays and 3 floating holidays per year
- City Hall closure from December 24th through January 1st
- Tuition Reimbursement: Up to \$2,000 per fiscal year
- 9/80 work schedule with every other Friday off
- Section 125 Healthcare & Dependent Care Flexible Spending Account
- City paid Life Insurance is 1x annual salary
- City paid Long Term Disability (LTD) insurance
- Annual Wellness Reimbursement Program up to \$480.

TO BE CONSIDERED FOR THIS OPPORTUNITY

This is an on-going, continuous recruitment. Applications will be accepted until the position is filled. All applicants are required to submit an online City application and resume.

To view the full job description, visit: [Senior Civil Engineer Job Description](#)

Please submit your application online here: [City of Solana Beach Career Page](#)

For questions regarding the recruitment process, please contact the Human Resources Department at jgonzalez@cityofsolanabeach.ca.gov.

TENTATIVE RECRUITMENT SCHEDULE

(all dates are tentative and subject to change without notice)

First Review of Applications: Week of March 2, 2026

Oral Board Interviews: Week of March 23, 2026

Departmental Interviews: Week of March 30, 2026

Anticipated Start Date: Late April 2026

EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

The City of Solana Beach does not discriminate on the basis of race, color, religious creed, physical or mental disability, medical condition, genetic information, marital status, veteran's status, sex, age, national origin or ancestry, or sexual orientation. If you feel you have a need for special testing arrangements due to a disability, please contact the Human Resources Department at (858) 720-2458. The provisions of this announcement do not constitute an expressed or implied contract. Provisions contained in this employment announcement may be modified or revoked without notice. All offers of employment are contingent upon the candidate successfully passing a pre-employment medical examination and drug screening as well as a criminal history investigation through the California Department of Justice.

