



# Senior Transportation Engineer

\$12,566-\$16,840 MONTHLY SALARY





# Are you ready to shape the future of transportation?

Are you an experienced civil engineer with a passion for delivering high-impact infrastructure projects? Do you thrive in a fast-paced, collaborative environment where innovation, efficiency, and public service matter? If so, the Santa Cruz County Regional Transportation Commission (RTC) invites you to bring your expertise to their team as the next Senior Transportation Engineer!

## The Position

We're seeking a proactive, innovative professional with strong technical skills and a background in managing complex transportation and infrastructure projects—from concept to completion. The ideal candidate excels in communication, embraces teamwork, and brings a solutions-oriented mindset to every challenge. You'll have the opportunity to work on meaningful projects that improve regional mobility, safety, and sustainability.

At the RTC, you'll join a dedicated team working to create a connected, vibrant, and equitable future for the residents and visitors of Santa Cruz County. If you're looking for a role where you can make a lasting difference, this is your opportunity.

Take the next step in your career—apply today and help build the future of transportation in Santa Cruz County!

**Regional Government Services (RGS) and its staff are conducting this recruitment on behalf of the Santa Cruz County Regional Transportation Commission.**





# The Opportunity

Under supervision and direction of the Director of Capital Projects, prepares, manages, and conducts complex and professional transportation engineering work in the field and office including for structures, drainage, railway facilities, roadways, highways, bikeways, walkways and intersections; is responsible for project management and delivery; performs complex transportation engineering analyses, studies and other related work as is required. This is an at-will management position.

The position requires a collaborative, experienced professional who will strengthen the agency's culture of teamwork, accountability, innovation, empowerment, and service to its customers. This position participates in Commission meetings and will engage a well-informed community. Some of the top priorities for the incoming Senior Transportation Engineer include development of staff, building trust and creating a cohesive team.

## Future projects include:

- **Highway 1** – 3 miles under construction and 2.5 miles in final design.
- **Zero Emission Passenger Rail and Trail** - Engineering oversight and implementation of the 32-mile multiuse trail.
- **2016 Measure D** – Assist with the development, updating, adopting and implementing the five-year plan and strategic implementation plan.
- **Community Engagement** – The Commission is committed to encouraging community engagement and communication regarding its projects and services.
- **State and Federal Programming Involvement** - Work with State and Federal staff to develop and program future transportation programs.

**[Follow the link for the full job bulletin.](#)**

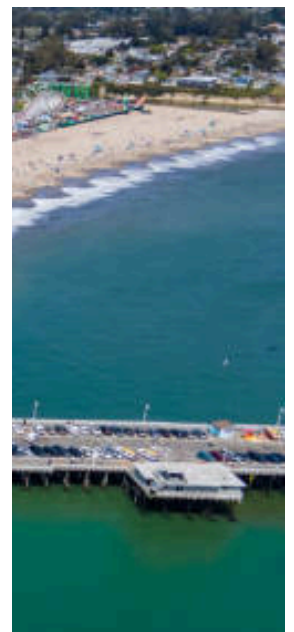
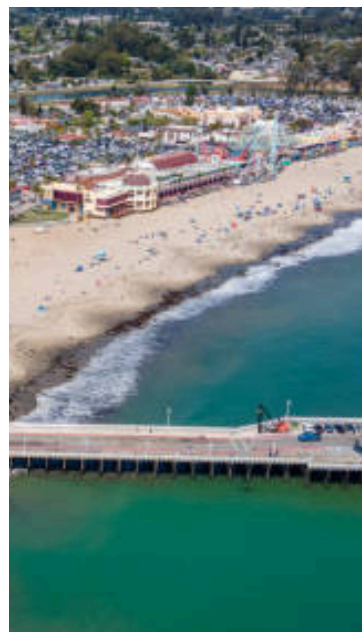
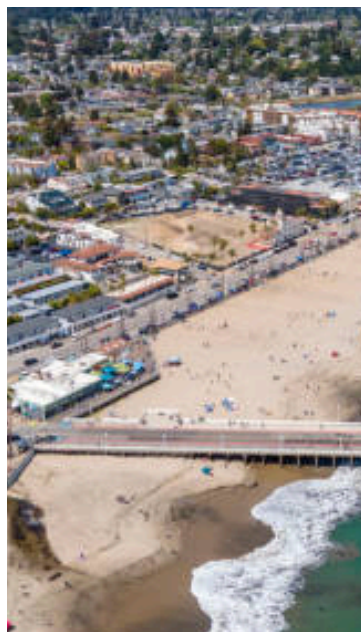




# THE IDEAL CANDIDATE

The Senior Transportation Engineer will possess a diverse set of professional and personal attributes including the following competencies:

- **Accountability** - Considers alternative available actions, resources, and constraints before selecting a method for accomplishing a goal or project.
- **Leadership** - Understands formal and informal power and influence structure within the organization.
- **Analytical Thinking** - Identifies diverse solutions to complex problems integrating findings from several different disciplines.
- **Collaboration** - Fosters staff and stakeholder communication and dialogue; identifies opportunities to build consensus for options, decisions, and outcomes.
- **Communication** - Exchanges information with constituents using oral, written, and interpersonal communication skills.
- **Customer Service** - Continuously searches for ways to increase customer satisfaction.
- **Influence** - Maintains an awareness of organizational goals and objectives while simultaneously navigating solutions towards desired outcomes and preserving relationships.
- **Judgment** - Makes decisions based on careful thought taking both agency goals and input from others into account.
- **Problem Solving**- Collaborates effectively with others to solve problems and develop solutions that are easily sustainable.
- **Training and Development**- Contributes to an organizational culture that supports the learning and growth of all employees; flexible and willing to learn.
- **Time Management Organization** - Manages and prioritizes both everyday responsibilities and high-level, longer-term objectives.





Senior Civil Engineer

# THE COMMISSION

## Transportation solutions for a vibrant, sustainable, and equitable community.

The Santa Cruz County Regional Transportation Commission (RTC) serves as Santa Cruz County's regional transportation planning agency (RTPA) and is a state designated agency responsible for planning and financial programming of transportation projects.

Working together with our local and regional partners, RTC obtains and distributes funding, including voter-approved Measure D funds, to maintain the existing transportation network as well as prepare for the transportation needs of the next generation. The RTC keeps residents, business, and visitors moving wherever they want to go and however they choose to get there.

### **Governance**

The Commission consists of five members from the Santa Cruz County Board of Supervisors, one member each from the Watsonville, Santa Cruz, Scotts Valley and Capitola City Councils, and three members appointed by the Santa Cruz Metropolitan Transit District. The Caltrans District 5 Director serves as an ex-officio member of the Commission.

### **Other Services Provided**

In addition to its funding, planning and policy roles, the RTC also provides valuable services to the community including:

- **Cruz511 Traveler Information:** A go-to place online for a wide range of multi-modal travel resources including a real-time traffic map.
- **Motorist Aid:** Call boxes, freeway service patrol and extra CHP enforcement on highways during peak periods.
- **Bicycle and Pedestrian Hazard Reporting:** A system to alert local public works departments to sidewalks and bikeway conditions that need attention.
- **Guide to Specialized Transportation Services:** for Seniors and People with Disabilities. Lists all accessible transportation services in Santa Cruz County.
- **Transit Support:** The RTC also supports and funds a variety of transit projects, including funding for expansion and improvements to local bus service, accessible transportation services, and planning for future uses of the Santa Cruz Branch Rail Line.



**Let's GO  
Santa Cruz  
County!**

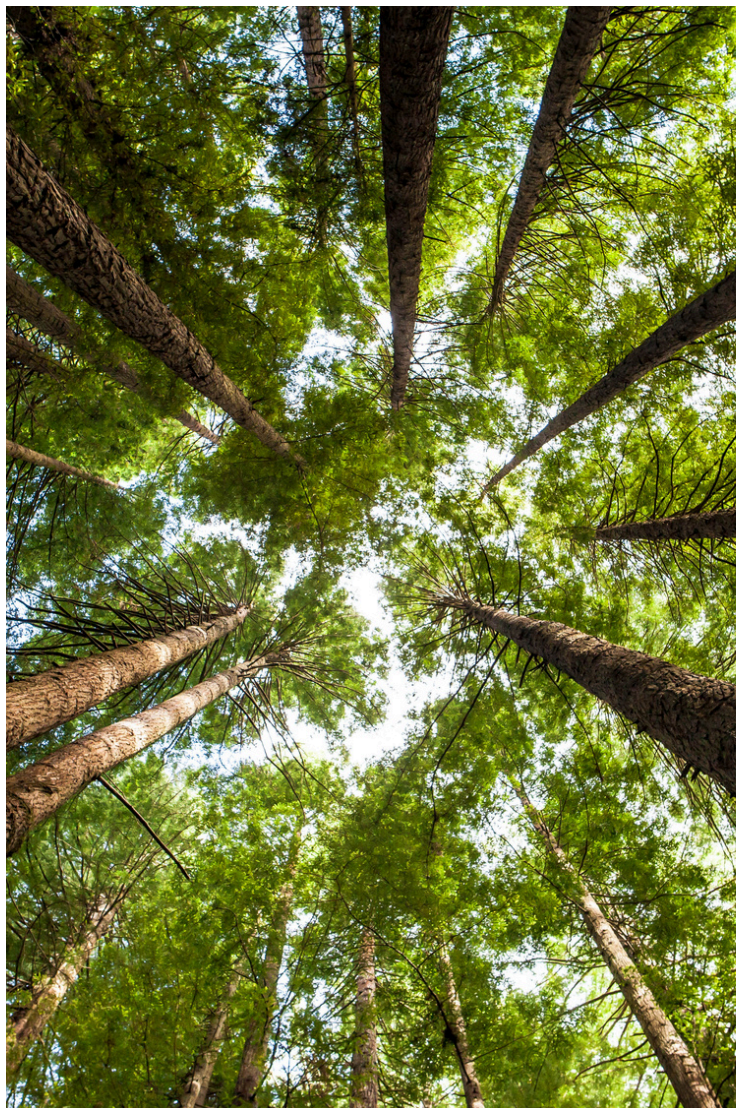


# SALARY and BENEFITS

The starting salary will be commensurate with the experience, qualifications, and skills of the successful candidate and will be in alignment with the current compensation (up to \$202,080 Annually DOE/DOQ).

The Commission offers a competitive benefits package:

- **CALPERS Retirement:**  
Classic - 2% at 55 and  
PEPRA - 2% at 62
- **Social Security and Medicare:** The Commission participates in these programs
- **Medical Benefits:** Blue Shield Access (EXT) HMO, dental, and vision care for employee and eligible dependents
- **Leave with Pay**
- **Life Insurance**
- **Moving and relocation expenses are negotiable.**







# QUALIFICATIONS

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

- Equivalent to graduation from a four (4) year accredited college or university with major coursework in civil engineering, traffic engineering, construction management, or related transportation field from an accredited college. MA/MS, MBA, or similar advanced degree is desirable.

AND

- Seven (7) years of progressively responsible transportation engineering experience.

## **License/Certificate:**

- Must possess and maintain valid registration as a Professional Civil Engineer in California.





# SELECTION PROCESS

**DEADLINE TO APPLY: June 20th, 2025 at 11:59 PM PST.**

**[CLICK HERE TO APPLY AT HTTPS://BIT.LY/SrTransportationEngineer](https://bit.ly/SrTransportationEngineer)**

**Application** - Qualified candidates are required to submit a Letter of Interest and a focused resume detailing their recent experience (within the past 10 years) and demonstrated career accomplishments relevant to this position along with their application online. All materials must be complete and clearly indicate the candidate meets the minimum qualifications. All statements made on the application, resume, and supplemental materials are subject to verification. False statements may be cause for immediate disqualification, removal from eligibility list, or discharge from employment.

**Minimum Qualifications (MQ) Appraisal** - All completed application packages will be reviewed for each applicant's ability to meet the minimum work experience, training, and education qualifications. A training and experience evaluation may be used as part of the evaluation process.

**Remote Screening** - The most qualified candidates from application assessment may be invited to a Remote Screen Interview Examination to evaluate training, experience, and other job-related qualifications for the position. The Remote Screen Interview will be conducted via a video conference platform and is tentatively scheduled for June 25 and June 26, 2025.

**Santa Cruz County Regional Transportation Agency will tentatively hold hiring interviews the week of July 7, 2025.**

All communication and notices will be sent via e-mail. Additional inquiries about the position may be directed to [lbutler@rgs.ca.gov](mailto:lbutler@rgs.ca.gov).

Candidates who may require special assistance in any phase of the application or selection process should advise Regional Government Services by emailing [lbutler@rgs.ca.gov](mailto:lbutler@rgs.ca.gov).

The Santa Cruz County Regional Transportation Commission is an equal opportunity employer.



## RECRUITMENT CONTACT

LaShawn Butler  
650-587-7300  
[LButler@rgs.ca.gov](mailto:LButler@rgs.ca.gov)

