

This recruitment is managed by



c a r e e r o p p o r t u n i t y

DIRECTOR OF ENGINEERING

SACRAMENTO AREA FLOOD CONTROL AGENCY (SAFCA) | SACRAMENTO, CA

ANNUAL SALARY: \$149,179–\$228,077 DOE/DOQ

THE SACRAMENTO AREA FLOOD CONTROL AGENCY (SAFCA) is seeking a visionary **Director of Engineering** to lead critical infrastructure projects that protect communities, enhance ecosystems, and ensure long-term water resource resilience. This is a unique opportunity to oversee high-impact capital improvement programs (CIP), including ongoing dam projects, levee systems, and habitat restoration initiatives, with a current CIP budget of \$90 million and a broader \$4 billion program. The Director will manage federally funded initiatives, ensure compliance with federal, state, and local regulations, and collaborate closely with the Army Corps of Engineers, California Department of Water Resources and various other agencies.

This role involves strategic leadership in land use improvements, drainage projects, and emergency response planning while managing and identifying federal and state funding opportunities. The Director will also oversee real estate transactions and construction agreements, requiring a solid understanding of land use and real estate law. With five direct reports, they will demonstrate exceptional people management and communication skills, acting as a liaison with reclamation districts, water boards, and other key partners to drive program success. The next Director will understand the balance of engineering and civic engagement, skillfully translating complex projects into clear, accessible information for stakeholders, including the public, Board of Supervisors, City Councils, and elected officials. *Join SAFCA in our new downtown Sacramento office to make a lasting impact—apply today!*



the Community

SACRAMENTO, CALIFORNIA, is a metropolitan city where you will find cultural attractions to inspire you, cutting-edge cuisine to impress you, and history to enrich you. Located at the confluence of the Sacramento and American Rivers, Sacramento provides an abundance of rivers, trails, and parks for recreational activities such as hiking, biking, fishing, and much more. As the sixth-largest city in California and the state capital, it is a metropolitan hub known as the state's political center as well as an ideal location to work, live, and raise a family. Sacramento is centrally located, lending itself to a diverse population and a wide array of year-round activities.



the Organization

SAFCA WAS FORMED IN 1989 to address the Sacramento Area's vulnerability to catastrophic flooding. This vulnerability was exposed during the record flood of 1986 when Folsom Dam exceeded its normal flood control storage capacity and several area levees nearly collapsed under the strain of the storm. In response, the City of Sacramento, County of Sacramento, County of Sutter, American River Flood Control District, and Reclamation District No. 1000 created SAFCA through a Joint Exercise of Powers Agreement to provide the Sacramento region with increased flood protection along the American and Sacramento Rivers.

Today, SAFCA sponsors a multi-billion-dollar portfolio of projects managed by a 19-member staff through an operating and capital budget ranging from \$80 to \$120 million annually. SAFCA engages an extensive array of consultants and federal, state, and local agencies to achieve its goals.

SAFCA Mission Statement

To reduce flood risk, thereby minimizing the impacts of floods on human safety, health, and welfare; and, consistent with these flood risk reduction goals, to preserve and enhance the environmental and aesthetic values that floodways and floodplains contribute to the quality of life in the Sacramento region.

the Job

THE DIRECTOR OF ENGINEERING is responsible for leading the planning, design, and execution of major infrastructure and capital improvement projects, ensuring they are completed on time, within budget, and in compliance with all regulatory requirements. This role will oversee every stage of project development, from initial planning and design through construction and delivery, while collaborating with internal teams, contractors, consultants, and regulatory agencies. The Director will also develop strategic plans to address current and future infrastructure needs, improve operational efficiency, and support the community's sustainability and growth objectives.

This Director plays a critical role in guiding infrastructure investments by providing technical expertise and data-driven recommendations to executive leadership and elected officials. In addition to project oversight, the Director will manage and mentor a team of five direct reports, fostering a collaborative work environment and ensuring team members are equipped to meet organizational goals. The next Director will have effective leadership, clear communication, and a commitment to delivering innovative engineering solutions that support long-term community needs.



CURRENT PRIORITIES

- 1. Project Continuity:** Ensure seamless transition of ongoing projects.
- 2. Program Delivery:** Oversee capital programs, land use improvements, flood mitigation, and levee system certification and compliance.
- 3. Stakeholder Relationships:** Establish strong relationships with reclamation districts, regulatory bodies, leadership, and external consultants.
- 4. Strategic Oversight:** Provide effective oversight of key staff, including Principal and Associate Engineers, while ensuring consultants work with efficiency.





the Ideal Candidate

THE IDEAL CANDIDATE WILL BE a highly experienced and strategic leader with a proven track record in managing complex infrastructure projects and capital improvement programs. They will possess a strong background in civil engineering, project management, and municipal operations, with the ability to oversee multiple projects simultaneously while ensuring quality, efficiency, and cost-effectiveness. The ideal candidate will demonstrate a deep understanding of engineering principles and an enthusiasm for emerging technologies. Strong analytical and problem-solving skills are essential, as the Director will be tasked with addressing infrastructure challenges and implementing innovative solutions. This candidate will have exceptional communication and interpersonal skills, enabling them to effectively engage with staff, executive leadership, elected officials, and external stakeholders. They will bring a forward-thinking approach to engineering, with a focus on operational excellence and continuous improvement.

The IDEAL CANDIDATE will demonstrate the following core competencies...

Public Speaking. Confidently presents technical reports to the Board, leads workshops, and engages with media; inspires trust, action, and consensus toward advancing SAFCA's goals.

Project Management. Oversees complex, large-scale infrastructure projects from inception to completion, ensuring timely delivery, adherence to budgets, and compliance.

Industry/Regulatory Knowledge. Experience navigating federal, state, and local regulatory frameworks, including work with the United States Army Corps of Engineers (USACE), levee systems, reservoirs, and dams.

Relationship Building. Establishes and maintains strong working relationships with local water leaders, department management, and staff at all levels.



MINIMUM REQUIREMENTS

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

EDUCATION: Bachelor's degree from an accredited college or university with major coursework in civil engineering.

LICENSURE: Possesses and maintains a valid Certificate of Registration as a Professional Engineer in the State of California. *Out-of-state candidates will be required to obtain California P.E. licensure.*

EXPERIENCE: Seven years of progressively responsible experience performing professional engineering work in flood control, water, public facilities and/or utilities field, including five years of progressively responsible supervisory and administrative experience and substantial capital project management experience.



HIGHLY DESIRED

- ▶ US Army Corps of Engineers or urban levee systems experience.
- ▶ Familiar with environmental documentation processes (CEQA/NEPA compliance)
- ▶ Experience with FEMA grants and federal funding for infrastructure programs.
- ▶ Background working with federal, state, and local agencies, including USACE, and water resources control boards.
- ▶ Familiarity with land use and legal frameworks for construction and infrastructure agreements.

Salary & Benefits

An annual salary of
\$149,179–\$228,077
DOE/DOQ

Plus a generous
benefits package:

RETIREMENT. California Public Employees Retirement System (2% @ 55 plan for qualified “classic employees.” New members to PERS participate in a formula of 2% @ 62).

403(B) TAX-DEFERRED RETIREMENT PLAN. SAFCA contributes 4%; no employee match required.

SECURE EMPLOYEE PARKING

PAID SICK LEAVE. 12 days per year.

PAID VACATION. 12.5 days per year, increasing to 25.5 days based on years of service.

PAID HOLIDAYS. 12–14 days per year.

CONTRIBUTION TOWARD HEALTH & WELFARE BENEFITS. Medical, dental, vision, life, and disability insurance.

FLEXIBLE SPENDING PLAN

TECHNOLOGY ALLOWANCE. As authorized by the Executive Director.

VEHICLE ALLOWANCE. As authorized by the Executive Director.

EMPLOYEE ASSISTANCE PROGRAM

TUITION REIMBURSEMENT. Up to \$1,500 per calendar year



How *to* Apply

For first consideration apply
by **FEBRUARY 17** at:

WBCP JOB BOARD



SAVE THE DATES. Round one virtual interviews will be held on **MARCH 6**. Round two in-person interviews will be held on **MARCH 17**. *Selected candidates must be available for both interview dates.*

Please contact your recruiter, Levi Kuhlman, with any questions: levi@wbcpinc.com

866.929.WBCP (9227) toll free
541.664.0376 direct

