



## CENTRAL MARIN SANITATION AGENCY

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### ASSOCIATE ENGINEER

#### SUMMARY

Under general supervision of the Technical Services Manager/Assistant General Manager, performs engineering, project management, construction management, and other engineering or technical services for the Agency. Make calculations, perform design work, administer contracts, maintain records, conduct studies regarding capital projects and treatment plant processes, and perform related work as required.

#### ESSENTIAL JOB FUNCTIONS AND RESPONSIBILITIES INCLUDE:

- Serves as project engineer and/or project manager on assigned Agency planning and design projects, leads intra-Agency project teams, prepares consultant selection documents, reviews consultant submittals, and actively manages projects.
- Performs complex engineering duties and exercises significant independence in carrying out the duties of the position.
- Exercises discretion and independent judgment in prioritizing multiple projects.
- Serves as Agency representative and construction manager on assigned Agency construction projects; conducts and documents onsite inspections; coordinates design changes in the field; reviews and recommends approval of progress payments; and prepares or approves as-built record drawings.
- Evaluates, plans and designs modifications to wastewater facilities and identifies, analyzes, and evaluates alternatives, and makes recommendations.
- Prepares contract documents for equipment procurement, consultant studies, and maintenance contracts, and manages consultant and contractor activities as assigned.
- Prepares and maintains records of correspondence, reports, procedures, and other engineering work products.

#### OTHER JOB FUNCTIONS AND RESPONSIBILITIES INCLUDE:

Duties include but are not limited to the following:

- Assists with updating the Agency's 10-year Capital Improvement Plan.
- Researches new technologies, products, equipment, codes and regulations, and prepares reports with alternative analyses.
- Provides engineering support to other Agency teams and departments.
- Represents the Agency with industry organizations, multi-agency committees, professional groups, and the public.
- Establishes and maintains positive working relationships with Agency management and staff, local and regulatory agencies, contractors, consultants, and the public.
- Participates in special projects as assigned, including participating in and/or leading inter-Agency teams and committees.
- Maintains accurate records and files, including electronic and paper record drawings.
- Gives presentations to the Board of Commissioners on Agency projects, studies, and related activities

#### SUPERVISORY RESPONSIBILITIES

This position has no direct, ongoing supervisory responsibilities. May act as a supervisor to Technical

Services staff, including Engineering Interns, for specifically assigned Agency projects and/or programs.

## **QUALIFICATIONS**

To perform this job successfully, an individual must be able to perform each essential job function satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required.

### **Education**

Equivalent to a bachelor's degree (B.S.) from four-year ABET-accredited college with major coursework in civil engineering or related field of study. A Graduate engineering degree is desirable.

### **Experience**

Minimum of four (4) years increasingly responsible professional engineering experience, preferably in a public agency setting, is required. Project management experience related to staff, consultants, and construction in a water- or wastewater-related field is highly desirable.

### **Interpersonal Skills**

Ability to work cohesively in a team setting. Ability to interact with others (co-workers, supervisors, subordinates, vendors, and members of the public) in a professional manner; to accept constructive criticism from supervisors, and peers; to recognize the need for, and to seek, assistance or clarification as needed; to work independently; to handle work-related stress in a professional manner; to prioritize assignments and meet deadlines; successfully balance life demands with work demands; to arrive at work as scheduled and to work the hours as agreed upon and scheduled.

### **Language Skills**

Ability to read, analyze, and interpret general business periodicals, professional journals, technical procedures, or governmental regulations. Ability to write reports, business correspondence, and procedure manuals. Ability to effectively present information in a variety of settings and respond to questions.

### **Mathematical Skills**

Ability to carry out routine engineering calculations related to water and wastewater hydraulics, chemical dosing, and treatment process control parameters, energy use and power generation, and engineering design including surveying, open channel and pressure pipe hydraulics, mass balance, and engineering economics.

### **Reasoning Ability**

Ability to define problems, collect data, establish facts, and draw valid conclusions; to interpret an extensive variety of technical information in mathematical or diagram form and deal with a variety of abstract and concrete variables; to apply principles of logical or scientific thinking to a wide range of intellectual and practical problems; ability to deal with verbal and nonverbal symbolism such as formulas, scientific equations, graphs, etc.

## **CERTIFICATES, LICENSES, REGISTRATIONS**

Registration as a Professional Engineer in the State of California is required, and failure to maintain a license in good standing may result in loss of employment. Four years of additional professional engineering experience - for a total of eight years of experience – can be substituted for the Professional Engineer registration.

## **PHYSICAL DEMANDS**

The employee is regularly required to talk or hear in person, on the telephone, or on the radio.

The employee is frequently required to walk, to use hands, and to sit. The employee is occasionally required to stand, to climb or balance, and to stoop, kneel, crouch, or crawl.

The employee must lift and/or move up to 20 pounds above the head, and up to 50 pounds to

waist height. Specific vision ability required by this job includes the ability to see clearly at 20 inches or less, at 20 feet or more, to judge distances and spatial relationships to see objects where and as they actually are, and to adjust the eye to bring an object into sharp focus.

Examples of the physical demands for this position, including their activity and duration, are available from Administration.

#### **WORK ENVIRONMENT**

The employee typically works in an office environment with moderate noise levels, temperature-controlled conditions, and no direct exposure to hazardous physical substances. While performing field duties of this job, the employee is occasionally exposed to wet and/or humid conditions, outdoor weather conditions, moving mechanical parts, fumes or airborne particles, toxic or caustic chemicals, the risk of electrical shock, or to vibration. The noise level in the field work environment is usually moderate, with occasional exposure to loud equipment.

<b>Job Title:</b>	Associate Engineer
<b>Department:</b>	Technical Services
<b>Reports To:</b>	Technical Services Manager/Assistant General Manager
<b>FLSA Status:</b>	Non-Exempt
<b>Revision Date:</b>	May 2026