

TRANSPORTATION ENGINEER

Santa Cruz County Regional Transportation Commission



EXCITING CHANGES AND PROJECTS WITH PURPOSE

Big things are happening at SCCRTC! We're leading the way with transformative projects that will shape the future of transportation in our community. Initial phases of the Coastal Rail Trail and Highway improvements are complete, we've secured millions in state and federal grants to continue implementing our vision. These achievements reflect our commitment to innovation, sustainability, and improving the quality of life for our region. Further, the RTC has undergone an organizational transformation to invest intentionally in its people, its culture, and how it delivers transportation solutions to the community. Over the past several years, the agency has undertaken meaningful organizational development efforts, including restructuring to better align operations with our mission, expanding career development, and modernizing internal practices to support collaboration, accountability, and innovation. These changes have strengthened our workplace culture grounded in continuous improvement and shared purpose, where employee voices are valued and professional growth is the standard.

ABOUT THE POSITION

The Santa Cruz County Regional Transportation Commission (RTC) seeks a proactive, innovative professional with strong technical skills and experience 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.

The RTC is delivering a nationally recognized program of award-winning projects that are transforming how people move through our region. RTC is leading the way in creating transportation solutions that are sustainable, equitable, and responsive to community needs. The RTC is looking to augment the team with up to two transportation engineers to deliver RTC's program of capital projects under development, including Highway, Coastal Rail Trail, Complete Streets, and Rail infrastructure preservation projects. Near-term delivery needs include the Watsonville

FINAL FILING DEADLINE

By **3:00 p.m. Friday
February 20, 2026**
(Priority Screening)
Open until filled.

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to Santa Cruz Multimodal Corridor Program and 32-mile Coastal Rail Trail Program of projects.

As a statewide leader in transportation planning and capital project delivery, RTC integrates vision, technical excellence, and collaboration to advance projects that improve safety, expand access, protect our natural environment, and strengthen connections between neighborhoods, jobs, and destinations. Our work, focused on improving mobility between Watsonville and Santa Cruz, reflects a commitment to delivering lasting public mobility improvements for decades to come.

The Santa Cruz County Regional Transportation Commission is committed to equity, inclusion, and community representation. We strive to reflect the diversity of Santa Cruz County in our workforce and welcome applicants from all backgrounds, including those historically underrepresented in transportation and public service. We are proud to be an Equal Opportunity Employer and encourage individuals of all races, ethnicities, genders, sexual orientations, abilities, and veteran statuses to apply.

The RTC is a regional agency created by the State of California to carry out transportation responsibilities that cross city and county boundaries. The members of the RTC represent the County Board of Supervisors, the City Councils, and the Santa Cruz Metropolitan Transit District. Along with volunteer committee members and Commission staff, the RTC works in cooperation and consultation with other public agencies; business, environmental, neighborhood and advocacy groups; and members of the public to deliver a variety of transportation options to serve the community's needs.

The RTC owns the 32-mile SCBRL corridor, a continuous transportation corridor with tremendous potential for new mobility options for residents and visitors. The long-term vision for the corridor is a multiuse trail alongside zero emission passenger rail. The SCBRL corridor has significant infrastructure that the RTC preserves through its preventative maintenance program and infrastructure repairs, including 37 bridges, 100 private and public grade crossings, railroad signals, drainage culverts, and retaining walls.



GENERAL DEFINITION

Under supervision and direction, prepares, manages, and conducts complex and professional transportation engineering and public works duties in the field and office including for structures, drainage, railway facilities, roadways, highways, bikeways, walkways and intersections; responsible for project management and delivery of capital improvements; construction administration; performs complex transportation engineering analyses, studies, and other related work as is required.

KEY RESPONSIBILITIES

Assistant Transportation Engineer

This position is the second level in the Transportation Engineer series. The Assistant Transportation Engineer performs engineering assignments under the supervision of the Senior Transportation Engineer. This engineer-in-training level worker serves as a team lead for moderately complex projects and may be assigned specific projects with minimal supervision.

- This position is distinguished from the next higher position of Transportation Engineer in that the latter has a greater level of transportation engineering expertise, can work independently, and handles more complex project assignments.

- With supervision, performs oversight and review of technical engineering studies/reports, cost estimates, designs, maps, plans, and calculations for capital projects, in consultation with team members.
- Performs inspections along the Santa Cruz Branch Rail Corridor for rail corridor improvements, infrastructure repairs, and Coastal Rail Trail projects.
- With supervision oversees work by the on-call civil and structural engineering and construction management consultant along the branch line, serves as Task Order Manager.
- With supervision manage contracts and scopes of work for engineering, environmental, construction, and construction management needs. Tasks include field inspections, labor compliance inspections and interviews, preparing change orders, progress payment reviews/approvals and compliance with all regulatory and funding requirements.
- Prepares and oversees procurement of construction contractors by informal (<\$200k) or formal (>\$200k) bidding procedures.
- With supervision serves as project manager of projects that the RTC serves as the implementing agency for under Measure D, State Transportation Improvement Program, and other funding sources, in coordination with partner agencies to ensure timely and cost-effective capital project delivery and compliance with all regulatory and funding requirements.

Transportation Engineer

This is the third journey level within the Transportation Engineering series and performs the full range of professional transportation engineer work with greater independence. Under supervision and direction of the Senior Transportation Engineer or Director of Capital Projects, and working with the team, partner agencies, and consultants, incumbents performs complex engineering assignments and public works duties including:

- Performs technical reviews of design plans and contracts specifications, engineering cost estimates, construction schedules and engineering studies of transportation systems and projects.
- Prepares and oversees consultant's preparation of engineering studies, reports, designs, calculations, cost estimates, maps, and plans, in consultation with the team.
- Performs inspections along the Santa Cruz Branch Rail Corridor for ongoing construction, infrastructure repairs, and Coastal Rail Trail projects.
- Responds to storm events along the Santa Cruz Branch Rail Corridor.
- Oversees work by the on-call civil and structural engineering and construction management consultant, may serve as Task Order Manager.
- Develops scopes of work for engineering, environmental, construction, and construction management needs along the Santa Cruz Branch Rail Corridor or for other regional capital projects.
- Procures construction contractors by informal or formal bidding procedures.
- Manages contractors, including field inspections, contract management, labor compliance inspections and interviews, drafting change orders, progress payment reviews/approvals.
- Serves as project manager for projects that the RTC serves as the implementing agency for under Measure D, State Transportation Improvement Program, and other funding sources, in coordination with partner agencies to ensure timely and cost-effective project delivery and compliance with all regulatory and funding requirements.
- Conducts consultant selection and contract management efforts in coordination with senior professional staff on assigned projects including: requests for proposals, advertisements for construction bids, specifications, scopes of work, contract budgets, invoice review and task management.
- Provides technical engineering assistance to other project managers.
- Performs professional transportation engineering work in the office on a variety of projects, as assigned.
- Makes presentations before public, private, or government decision-making bodies as part of a team, providing technical information, data, and expert advice.
- Prepares staff reports, technical memos, correspondence, consultant or contractor procurement documents, complex and comprehensive project reports, and other written materials.
- Performs special projects as assigned and related duties as required.

Associate Transportation Engineer

This is the advanced level in the Transportation Engineering series. This classification continues to build upon the duties of Assistant and Transportation Engineer, it includes increased responsibilities. Under supervision and direction of the Senior Transportation Engineer and Director of Capital Projects. Working with the team, partner agencies, contractors, and consultants, incumbents perform a variety of office and field engineering duties independently including:

- Performs technical reviews of complex capital improvement design plans and contract specifications, engineering cost estimates, construction schedules and engineering studies of transportation systems and projects.
- Performs or oversees inspections along the Santa Cruz Branch Rail Corridor for ongoing construction, infrastructure repairs, and Coastal Rail Trail projects.
- Responds to storm events along the Santa Cruz Branch Rail Corridor.
- Oversees work by on-call civil and structural engineering and construction management consultant, may serve as Contract Manager or Task Order Manager.
- Develops and reviews scopes of work for engineering, environmental, construction, and construction management needs along the Santa Cruz Branch Rail Corridor or for other regional capital projects.
- Procures construction contractors by informal or formal bidding procedures;
- Manages construction contractors, including field inspections, contract management, labor compliance inspections and interviews, drafting work orders, change orders, progress payment reviews/approvals.
- Serves as project manager for capital projects that the serves as implementing agency for under Measure D, State

Transportation Improvement Program, and other funding sources, in coordination with partner agencies to ensure timely and cost effective project delivery and compliance with all regulatory and funding requirements.

- Leads consultant selection and contract management efforts on assigned projects including: requests for proposals, advertisements for construction bids, specifications, scopes of work, contract budgets, invoice review and task management.
- Provides technical engineering assistance to other project managers.
- Prepare or oversee consultant's preparation of preliminary studies, reports, designs, calculations, cost estimates, maps, and plans.
- Perform professional transportation engineering work in the field and office on a variety of complex projects, and may act as resident engineer on construction projects.
- Make presentations before public, private, or government decision-making bodies, providing technical information, data, and expert advice.
- Prepares and reviews staff reports, technical memos, correspondence, consultant or contractor procurement documents, complex and comprehensive project reports, and other written materials; and
- Performs special projects as assigned and related duties as required

Senior Transportation Engineer

This is the senior-level classification in the Engineering series. The position functions with a high level of independence and autonomy, providing leadership on complex engineering projects and supervising other Engineers.

- Serve as project manager for projects that the Agency is responsible for delivering under Measure D, State Transportation Improvement Program, and other funding sources, in coordination with partner agencies to ensure timely and cost effective project delivery and compliance with all regulatory and funding requirements.
- Lead consultant selection and contract management efforts on assigned projects including: requests for proposals, advertisements for bids, instructions to bidders, detailed specifications or scopes of work, contract budgets, invoice review and task management;
- Provide technical engineering assistance to other project managers;
- Prepare or oversee consultant preparation of preliminary studies, reports, designs, calculations, cost estimates, maps, and plans;
- Perform professional transportation engineering work in the field and office on a variety of complex projects, and may act as resident engineer on construction projects;
- Make presentations before public, private or government decision-making bodies, providing technical information, data, and expert advice;
- Serve as committee staff or back up staff to an RTC committee; and,
- Prepare staff reports, memos, correspondence, consultant or contractor procurement documents, complex and comprehensive project reports, and other written materials.

KNOWLEDGE, SKILLS AND ABILITIES

- Principles and practices of effective transportation engineering and public works; contract management, project delivery and project management knowledge or experience preferred.
- Federal, state, and local laws, regulations and policies relating to environmental review, design and construction standards, procurement and contract management.
- Understanding of current standards and policies for design of complete streets, roads and highways, bikeways, sidewalks and trails, and safe crossings.
- Experience or interest in assisting with management and administration of public works construction projects.
- Interrelationships between federal, state, regional, and local agencies involved in or affected by transportation engineering projects and programs.
- Mathematics including algebra, geometry and trigonometry.
- Construction methods, materials, and terminology.
- Nomenclature, symbols and techniques of mapping and surveying.
- Computer systems and programs.
- Contract and technical specification preparation and interpretation.
- Structural, railway and drainage engineering principles and concepts.
- Experience managing engineering and construction management professional consultants for public works improvements.
- Experience acting as a Resident Engineer on public works construction projects preferred.
- Understanding and experience with current standards and policies for design of complete streets, roads and highways, bikeways, sidewalks and trails, and safe crossings.





EDUCATION AND EXPERIENCE

Assistant Transportation Engineer

An appropriate combination of education and experience that has provided the required knowledge, skills and abilities is qualifying. A typical way of obtaining the required qualifications is:

Education: Bachelor's degree in Engineering,

License: Possession of a valid California class C driver license,

Certificate: Engineer in Training Certificate

AND

Experience: At least two years of experience on transportation systems and projects.

Transportation Engineer

An appropriate combination of education and experience that has provided the required knowledge, skills and abilities is qualifying. A typical way of obtaining the required qualifications is:

Education: Bachelor's degree in Engineering,

License: Possession of a valid California class C driver license,

Registration: Registration as a Civil Engineer in the State of California

AND

Experience: At least 4 years of increasingly responsible experience in the performance of engineering work equivalent to an Assistant Engineer position.

Associate Transportation Engineer

An appropriate combination of education and experience that has provided the required knowledge, skills and abilities is qualifying. A typical way of obtaining the required qualifications is:

Education: Bachelor's degree in Engineering,

License: Possession of a valid California class C driver license,

Registration: Registration as a Civil Engineer in the State of California

AND

Experience: Minimum five years of experience at a level equivalent to Transportation Engineer with RTC.

Senior Transportation Engineer

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

AND

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

License/Certificate: Must possess and maintain valid registration as a Professional Civil Engineer in California.



MONTHLY SALARY

Assistant Transportation Engineer: \$8,438.28-\$11,308.13

Transportation Engineer: \$9,768.65-\$13,090.97

Associate Transportation Engineer: \$11,142.28-\$14,929.69

Senior Transportation Engineer: \$12,566.39-\$16,840.51

BENEFITS

The RTC offers a competitive benefits package that includes:

- **Health** – medical, vision and dental
- **Retirement** – defined benefit through CalPERS
- **PTO** – up to three weeks per year with increases after 5-year anniversaries
- **Holidays** – twelve and one half days including a floating holiday
- **Other** – disability, life insurance, employee assistance program



WORK ENVIRONMENT

Typical office environment with standard equipment and tasks. Position requires work at a computer and desk for periods of time. Position also requires outside field work in a variety of terrain and conditions with appropriate safety gear. Field work may require significant walking in a variety of grades, surfaces and weather conditions as well as climbing and crawling. Able to lift and carry materials up to 30 pounds. Duties may require sitting, kneeling, crouching, standing, walking, stepping over items, twisting, lifting, reaching or bending for periods of time. May require travel to various locations for agency meetings and events at different times of the day including early morning, evening and night time.



APPLICATION PROCESS

To be considered for this position, please submit a resume, cover letter, completed supplemental questions and a completed employment application.

Application and job description are available at: <https://www.sccrtc.org/about/working-with-the-rtc/#jobs>: **APPLICATION AND ALL OTHER MATERIAL MUST BE RECEIVED BY 3:00 P.M. ON FRIDAY FEBRUARY 20, 2026 TO BE GUARANTEED AN EARLY REVIEW.** This position is open until filled. Please indicate in the application materials for which level you are applying. All resumes and correspondence will be held in confidence. Materials submitted become the property of RTC and will not be returned. Relocation assistance will not be provided.

For assistance or if you require special accommodations, please call **(831) 460-3200**. RTC Office hours are 8:00 a.m. – 5:00 p.m., Monday – Friday. The RTC will not fax application materials.