

JUNIOR TRANSPORTATION ENGINEER OR ASSISTANT 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 with 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 seeks a motivated and collaborative Transportation Engineer (Junior or Assistant level) to join its Capital Projects team. This recruitment may be used to fill positions at multiple levels within the Transportation Engineer series, depending on qualifications. The ideal candidate will be a technically strong and solutions-oriented professional who is committed to delivering high-quality transportation projects that improve mobility, safety, and sustainability throughout Santa Cruz County.

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

Position is open until filled.
Applications will be reviewed on a weekly basis starting on **Friday, April 24, 2026, by 9:00 a.m.**

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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 varying levels of supervision depending on classification, incumbents will perform professional transportation engineering work in both office and field settings. Assignments include planning, design review, construction oversight, and project management for a wide range of transportation infrastructure, including rail, roadway, highway, bikeway, pedestrian, and trail projects.

This position plays a key role in delivering major regional investments such as the Santa Cruz Branch Rail Corridor and Coastal Rail Trail, as well as projects funded through Measure D, the State Transportation Improvement Program, and other local, state, and federal sources.

KEY RESPONSIBILITIES

- Prepare, review, and oversee engineering studies, plans, specifications, cost estimates, and technical reports
- Manage or support capital projects to ensure delivery on time, within budget, and in compliance with regulatory and funding requirements
- Conduct field inspections for infrastructure improvements, maintenance, and construction activities
- Coordinate and oversee consultants, contractors, and project partners
- Assist with or lead procurement processes, including development of RFPs, bid documents, and contract administration
- Review invoices, change orders, and progress payments
- Ensure compliance with labor, safety, environmental, and funding requirements
- Prepare staff reports, presentations, and technical correspondence
- Present project information to public agencies, stakeholders, and decision-making bodies

EXAMPLES OF ESSENTIAL JOB FUNCTIONS AND RESPONSIBILITIES (Include but are not limited to the following):

Junior Transportation Engineer

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

- Assists with 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, preventative maintenance, infrastructure repairs, and Coastal Rail Trail projects;
- Assists with overseeing work by the on-call civil and structural engineering and construction management consultant, may serve as Task Order Manager;
- Assists with development, review, and management of contracts and scopes of work for maintenance, engineering, construction, and construction management needs. Tasks include field inspections, labor compliance inspections and interviews, preparing work orders, change orders, progress payment reviews/approvals and compliance with all regulatory and funding requirements;
- Assists with procurement of construction contractors by informal (<\$200k) or formal (>\$200k) bidding procedures;
- Prepares staff reports, memos, correspondence, consultant or contractor procurement documents, and other written materials related to their assignments;
- Performs other duties as assigned.

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.

KNOWLEDGE 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.
- Ability to analyze engineering data, review plans and specifications, and solve complex problems
- Experience coordinating with multiple agencies, consultants, and stakeholders
- Effective communication skills, both written and verbal
- A commitment to public service and delivering projects that minimize disruption and maximize community benefit



EDUCATION AND EXPERIENCE

Junior Transportation Engineer

The knowledge, skills, and abilities listed above may be acquired through various types of training, education, and experience. A typical way to acquire the required knowledge and skills would be:

Education: Bachelor's degree in Engineering

Certificate: Engineer In Training certificate preferred

License: Possession of a valid California class C driver license

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

At least two years of experience on transportation systems and projects



MONTHLY SALARY

JUNIOR TRANSPORTATION ENGINEER: \$7,581-\$10,157
ASSISTANT TRANSPORTATION ENGINEER: \$8,775-\$11,760

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://recruiting.paylocity.com/recruiting/jobs/All/elaea638-a843-4391-8174-5a17e0456800/Santa-Cruz-County-Regional> **APPLICATION AND ALL OTHER MATERIAL RECEIVED BY 9:00 A.M. ON FRIDAY APRIL 24, 2026 WILL BE REVIEWED AS PRIORITY SCREENING.**

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.