

Coconino County Public Works is hiring: **Assistant County Engineer**



UNIQUE OPPORTUNITY

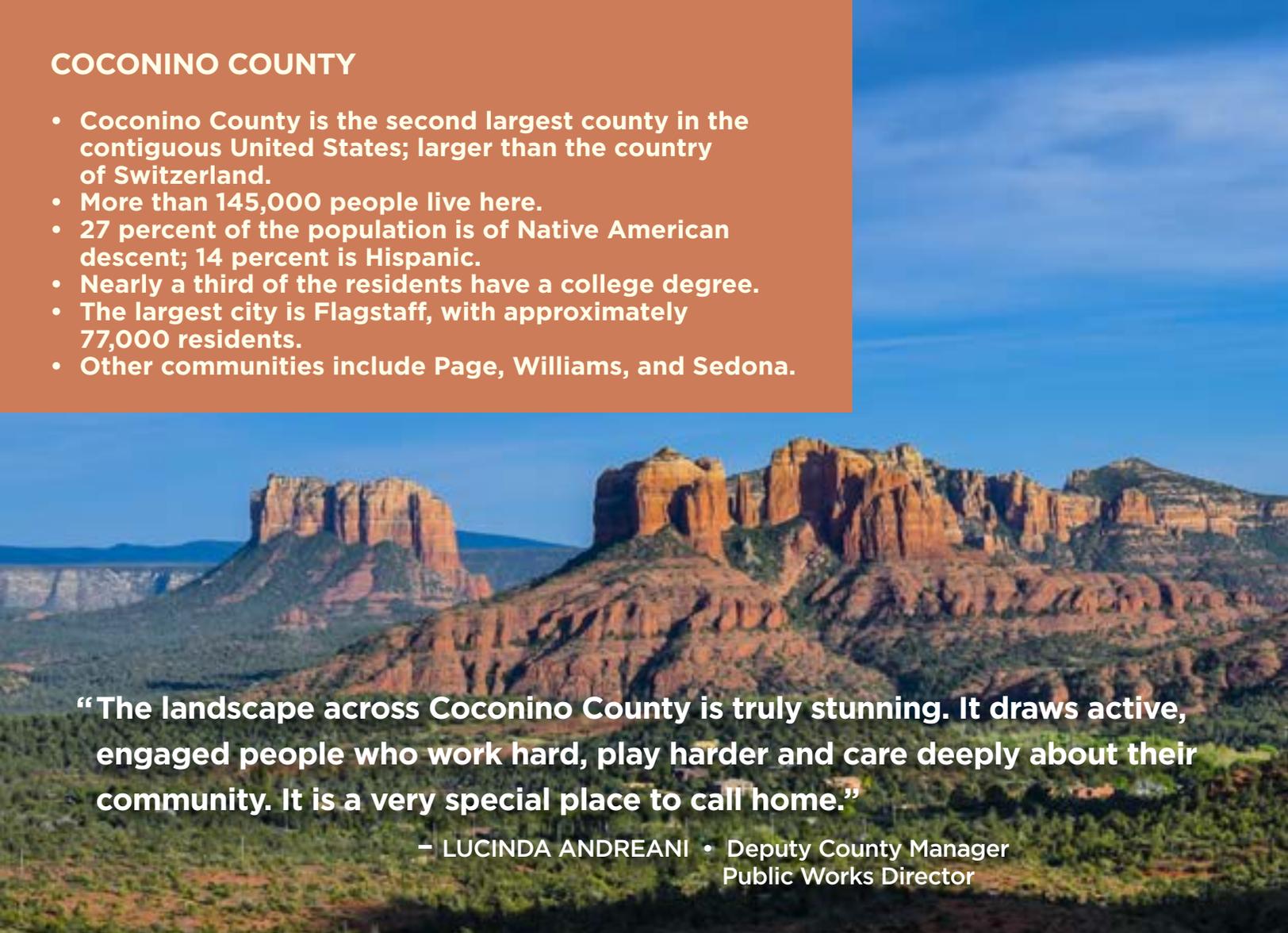
Coconino County Public Works is recruiting for an Assistant County Engineer. CCPW is committed to a collaborative and empowering culture – a culture that supports a strong sense of belonging and deep trust. All team members work together to create, share, challenge, and grow our team. The Assistant County Engineer is a key contributor to this transformational leadership vision, specifically working within our Engineering Division to provide guidance and support, while also producing important work. Unique to our department is a County-wide local sales tax that is solely dedicated to Public Works road maintenance and capital projects – we invested over \$44 million in road capital projects since the passage of the County’s Road Maintenance Sales Tax in 2014.



Coconino County is a land of vast and endless beauty, home to many cultures.

COCONINO COUNTY

- Coconino County is the second largest county in the contiguous United States; larger than the country of Switzerland.
- More than 145,000 people live here.
- 27 percent of the population is of Native American descent; 14 percent is Hispanic.
- Nearly a third of the residents have a college degree.
- The largest city is Flagstaff, with approximately 77,000 residents.
- Other communities include Page, Williams, and Sedona.



“The landscape across Coconino County is truly stunning. It draws active, engaged people who work hard, play harder and care deeply about their community. It is a very special place to call home.”

– LUCINDA ANDREANI • Deputy County Manager
Public Works Director

THE IDEAL CANDIDATE

The Coconino County Assistant County Engineer understands and embraces the breadth and complexity of Public Works projects, as well as the role of servant-leader for the Engineering Division. The Assistant County Engineer oversees the Engineering Division, which includes a Professional Engineer, County Surveyor and Assistant County Surveyor/Right-of-Way Agent, Construction Manager, Transportation Planner, Engineering Technician, three Construction Inspectors, Administrative Assistant and two Undergraduate Interns. The ideal candidate brings a balance of practical engineering experience, as well as supervisory/coaching experience and leadership vision. Specifically, CCPW seeks a professional with knowledge in the areas of national standards for traffic control devices, road design, pavement preservation and management, as well as traffic analysis and planning.

WE VALUE HONESTY, FAIRNESS, AND MUTUAL RESPECT

The Assistant County Engineer is a skilled leader and motivator who is open-minded, ethical, honest and accountable. This individual is enthusiastic about public service, supports an already very strong Engineering team and exhibits superior character traits, including:

- Professional credibility and confidence;
- Trustworthiness, humility, and integrity;
- Balances big picture, visionary thinking with thoughtful strategic implementation of County programs and services;
- Sensitivity and savvy navigating the political nature of the work;
- Agility to work with community partners, residents, and elected officials on key community priorities;
- Experience leading and coaching diverse teams towards their goals;
- Builds meaningful, collaborative relationships;
- Builds teams through support, coaching, and inclusion; and,
- Thoughtful leadership committed to nurturing a work culture of learning and accountability.
- Ability to work under pressure during emergencies and disasters.



Coconino County offers four seasons with 300 days of sunshine

BUILT ON STRENGTH, LEADERSHIP AND COMPASSION

Coconino County Public Works promotes a transformational leadership philosophy that inspires team members to achieve extraordinary results while cultivating our next generation of leaders. Every team member is expected to lead by example, regardless of their job title. The Assistant County Engineer is expected to foster a climate of trusting relationships, take ownership for their actions, honor diversity, seek and share knowledge openly, as well as accept that every outcome presents a new learning opportunity.



FLAGSTAFF

Flagstaff is a sophisticated four-season destination city with the warmth and charm of a small town bathed in spectacular natural beauty.

- Located at 7,000 feet at the base of the San Francisco Peaks.
- Situated on the storied Route 66, and at the crossroads of Interstate 17 and Interstate 40.
- Flagstaff Airport transports thousands each year with 102,184 enplanements in 2019.
- Grand Canyon National Park is a 90-minute drive away; Sedona and the Red Rock Country are a 45-minute drive from Flagstaff.
- Arizona Snowbowl offers skiing and snowboarding; Arizona Nordic Village grooms nearly 30 miles of trails for cross-country skiing.
- More than 56 miles of trails make up the Flagstaff Urban Trail System.
- Four-and-half million people visit the historic downtown district annually.
- World-class astronomical research and public education continue at Lowell Observatory, where Pluto was discovered.
- Arts and science festivals help generate more than \$90 million annually in tourism revenue.
- The Museum of Northern Arizona houses more than five million Native American artifacts, natural science specimens and fine art pieces.
- Flagstaff Medical Center is the region's Level 1 Trauma Center.
- Flagstaff is home to Northern Arizona University, a premier research and higher education institution with more than 30,000 students.
- Coconino Community College fosters a learning environment for 10,000 students each year and is instrumental in training the County's nurses, firefighters and paramedics.

OUR AWARD-WINNING CITY

- Named as a top "second city" destination for tourism by *MarketWatch*
- Ranked as one of America's most "Exceptionally Committed to Sustainability" towns by *Sunset Magazine*
- Named #1 "Most Up and Coming City" by *American Unraveled*
- Listed among the 25 Best Towns on *Outsideonline.com*
- Ranked #3 for Best College Town in America by *American Institute of Economic Research.com*
- Recognized among the Top Four Community College Towns by *TurboTenant*
- America's First STEM City
- First International Dark Sky City
- Lowell Observatory is considered "America's Observatory" by *Astronomy Magazine*

LOCALLY FUNDED WITH A FOCUS ON INVESTING IN THE FUTURE

Coconino County Public Works maintains 1,000 miles of roadways across a vast, spectacular landscape in northern Arizona. In addition to Road Maintenance, the department also administers the County's Flood Control District and provides Fleet Services to all County departments. With a budget exceeding \$30 million, the department is funded by gas tax revenue and, more importantly, a locally controlled sales tax dedicated solely to road maintenance services and capital projects. Sixty-five percent of the County's voters approved Proposition 403, the Road Maintenance Sales Tax in 2014, providing over \$12 million in revenues annually and supporting investments in our people, organizational improvements, capital projects and equipment for the next 14 years. The Road Maintenance Sales Tax, which has generated over \$69 million since 2015, has funded over \$44 million in road capital project expenditures including pavement preservation projects since 2014. These funds are also supporting investments in technology, including a state-of-the art pavement management system that has been populated with data from the most sophisticated pavement evaluation technology available. Public Works is very successful in securing grants, including almost \$47 million in Federal Land Access Program (FLAP) grants.

For more information about the department's capital projects, budget & financials and Proposition 403, please visit www.coconino.az.gov/PublicWorks.

AWARD-WINNING DEPARTMENT

Public Works, with the support of a strong team of consulting and contracting partners, is nationally renowned for the Schultz Flood Mitigation Projects. A wildfire resulted in catastrophic flooding of downstream neighborhoods beginning in 2010. This remarkable team designed and constructed over \$30 million in flood mitigation projects in less than five years. The Arizona Association of Counties recognized this team for this achievement. Public Works is now leveraging this experience to develop sediment reduction and alluvial fan restoration measures for the Museum Fire Flood Area, which will reduce the threat to lives, protect vital infrastructure, and restore watersheds. Three members of our distinguished Engineering team have received Robert C. Esterbrooks Awards from the Arizona Association of County Engineers as well as awards for project excellence. Our Director was recently the recipient of a Diversity Leadership Award given by the Diversity Leadership Alliance. In addition, Coconino County's innovative Forest Restoration Initiative has been recognized with an Achievement Award from the National Association of Counties (NACo) in the category of "County Resiliency: Infrastructure, Energy & Sustainability."



COMPETITIVE COMPENSATION

The salary range for the Assistant County Engineer will be commensurate with the candidate's level of expertise and knowledge.



EDUCATION AND EXPERIENCE

Minimum qualifications for this position are a bachelor's degree in civil engineering or four years of experience working in a transportation-related position, or any combination of education, training, and experience that demonstrates the ability to perform the position's duties. Applicant must be a licensed professional civil engineer and be able to obtain professional registration in the state of Arizona within six months of employment.

ROBUST BENEFITS PACKAGE

Coconino County offers a comprehensive and cost-effective benefits package as a member of the Northern Arizona Public Employees Benefit Trust (NAPEBT). In addition to medical, dental, vision, life insurance, FSAs and HSAs, the County's insurance includes the Vera Whole Health Clinic, a clinic for employees and their enrolled family members. The County offers a robust wellness program, an employee assistance program, as well as tuition reimbursement, vacation sell-back, personal day purchase, paid volunteer time off, training academies, leave sharing, flexible options for vacation/personal time/leave, five COVID-19 sick days, up to four weeks of paid parental leave, and professional development opportunities. The Assistant County Engineer will also receive 10 paid holidays and membership in the Arizona State Retirement System. For detailed information on the benefit offerings, including cost tables, visit www.coconino.az.gov/EmployeeBenefits.

APPLICATION PROCEDURE

Interested candidates should apply immediately by submitting a compelling cover letter and comprehensive resume via email to apply@ralphandersend.com.

Questions or confidential inquiries welcome to Ms. Heather Renschler or Mr. John Slaughter at 916-630-4900.