



CITY OF PORT ANGELES CITY ENGINEER

Recruitment Announcement

The Ideal Candidate

For this important leadership role, the City of Port Angeles seeks a collaborative, strategic, and technically accomplished city engineer who is committed to delivering high-quality infrastructure and exceptional public service. The ideal candidate will be an experienced engineering leader who enjoys working across departments, values teamwork and innovation, and brings a practical, solutions-oriented approach to complex municipal challenges.

The successful candidate will demonstrate strong leadership, sound engineering judgment, and the ability to effectively balance long-term strategic planning with day-to-day operational needs. They will be an approachable and trusted advisor to the Deputy City Manager, City Manager, City Council, and Utility Advisory Committee while fostering positive relationships with employees, consultants, contractors, regulatory agencies, and the community. This individual will be an effective communicator, a skilled project manager, and a leader who can guide major capital investments while supporting the City's commitment to reliable, sustainable public infrastructure.



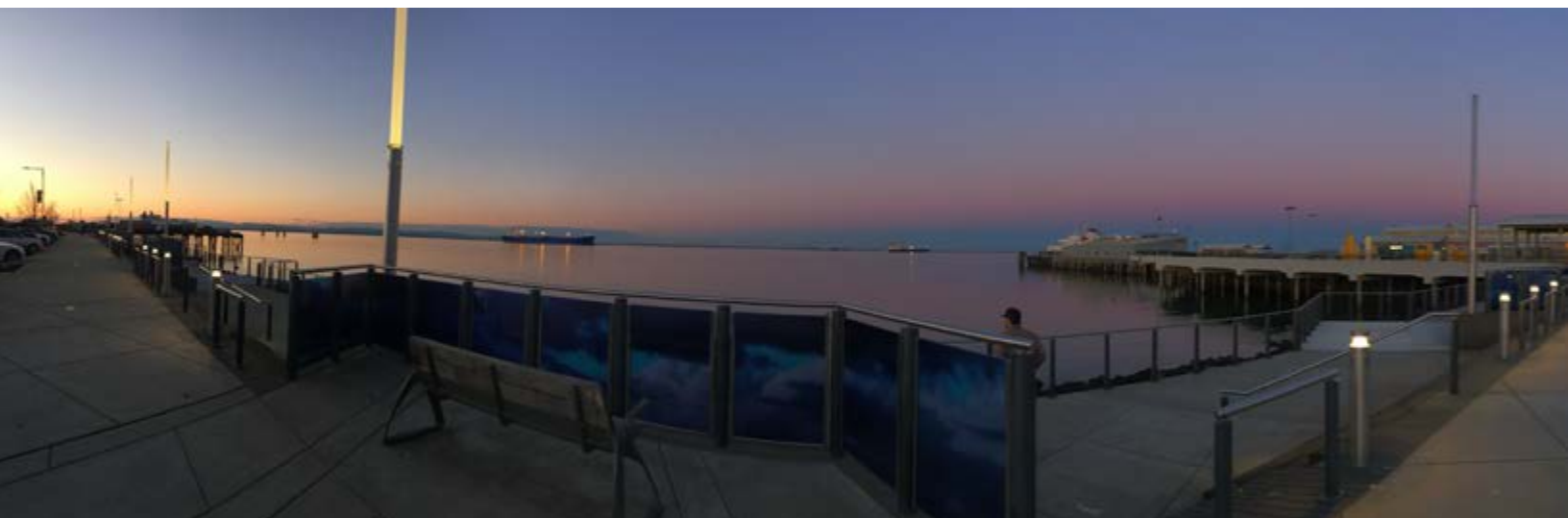
About the City

Located on the northern edge of the Olympic Peninsula along the shores of the Strait of Juan de Fuca, the City of Port Angeles offers a rare combination of dramatic natural beauty and a vibrant, welcoming community. The surrounding peninsula is renowned for its extraordinary diversity—lush temperate rainforests, rugged mountain ranges, pristine rivers, and expansive ocean beaches all within easy reach.

Port Angeles is a modern coastal city with a rich and diverse history, including a strong and visible Native American presence that continues to shape the area's culture and community life. Residents enjoy a wide array of cultural offerings, from festivals and arts events to music, recreation, and local sporting activities. Educational opportunities are excellent, with highly regarded public schools and Peninsula College offering both two- and four-year degree programs.

Outdoor recreation is a defining feature of life in Port Angeles. Nearby amenities include hot springs, beaches, rivers, and parks, as well as Olympic National Park and the Olympic Discovery Trail—one of the longest continuous trail systems in the United States. The city also serves as an international gateway, with ferry service to Victoria.

Port Angeles benefits from a mild coastal climate, with typical daytime temperatures ranging from the 40s in winter to the 70s in summer, and average annual rainfall of less than 25 inches. To learn more about the community, visit www.cityofpa.us and www.visitportangeles.com.



Port Angeles City Government

As the only full-service city on the Olympic Peninsula, the City of Port Angeles delivers a comprehensive range of municipal services to a community of approximately 20,000 residents. City services include police and fire protection, public works, parks and recreation, utilities, planning, and general administrative functions. In addition, Port Angeles plays a vital regional role by providing water, sewer, electric, medic 1, emergency dispatch, and solid waste services to neighboring communities throughout the North Olympic Peninsula.

The City is guided by a commitment to fostering a safe, resilient, and inclusive community where residents, businesses, and visitors can thrive. Like many growing communities, Port Angeles is navigating both challenges and opportunities that shape the City's priorities and underscore the importance of strong, responsive local government.

Current areas of focus include expanding housing options, supporting sustainable and well-managed growth, advancing climate resilience and environmental stewardship, maintaining strong fiscal health, investing in infrastructure, and strengthening community engagement. The City is equally committed to cultivating a professional, service-oriented workforce dedicated to high-quality public service and collaborative problem-solving.



Nature of the Work

Under the administrative direction of the Deputy City Manager, the City Engineer assists in planning, organizing, coordinating, and directing the engineering services while serving as the City's designated City Engineer. This position provides executive leadership to a dedicated team responsible for the City's engineering related services and functions by overseeing the planning, design, construction, and delivery of major public infrastructure projects.

The City Engineer plays a key leadership role in advancing the City's strategic priorities by directing long-range planning for the Stormwater, Water, and Wastewater Utilities, managing complex capital improvement programs, providing technical and policy guidance to City leadership, and ensuring compliance with applicable local, state, and federal regulations.

Key Responsibilities Include:

- Provide leadership and administrative oversight for the Engineering Services Division, including engineering, and related technical functions.
- Lead the planning, design, construction, and inspection of major public works and utility capital improvement projects.
- Develop, administer, and monitor divisional operating and capital budgets, including oversight of the City's Capital Improvement Program.
- Serve as the City's principal engineering advisor to the Deputy City Manager, City Manager, City Council, Utility Advisory Committee, and other public agencies on engineering, utility, and infrastructure matters.
- Prepare and present reports, recommendations, technical analyses, and presentations to City leadership, elected officials, advisory committees, and the public.
- Ensure compliance with applicable local, state, and federal laws, regulations, engineering standards, and permitting requirements governing public works and utility operations.
- Assist in developing ordinances, policies, standards, and procedures that support the effective delivery of engineering and utility services.
- Supervise, mentor, and develop engineering staff while fostering a collaborative, customer-focused, and high-performing work environment.
- Coordinate engineering activities with other City departments, outside agencies, consultants, contractors, and utility partners to ensure successful project delivery.





Desirable Qualifications

The successful candidate will possess a bachelor's degree in civil engineering, environmental engineering, or a closely related engineering field from an accredited college or university. Registration as a Professional Engineer (PE) is required.

The ideal candidate will have progressively responsible management experience leading engineering, public works, or utility operations, preferably within a municipal or other public sector organization with multiple utility systems. Experience overseeing engineering staff, capital improvement programs, resource management, permitting, and public infrastructure projects is highly desirable. Experience administering public works construction contracts and professional services agreements is also preferred. An equivalent combination of education, training, and experience that demonstrates the knowledge, skills, and abilities necessary to successfully perform the essential functions of the position may be considered.

The successful candidate must possess a valid Washington State driver's license at the time of appointment or be able to obtain one within thirty (30) days of hire and maintain a driving record acceptable to the City's Risk Manager.

The preferred candidate will have experience and demonstrated success in the following areas:

- Leadership and management of engineering, public works, and municipal utility operations.
- Planning, design, construction, and maintenance of public infrastructure, including water, wastewater, stormwater, transportation, and capital improvement projects.
- Developing, administering, and monitoring operating and capital budgets, including capital improvement programs.
- Managing public works construction contracts, consultant agreements, procurement processes, and contract administration in accordance with Washington State public works laws.
- Thorough knowledge of engineering principles, municipal utility operations, and applicable local, state, and federal regulations.
- Ability to interpret and apply engineering standards, construction codes, municipal ordinances, and regulatory requirements.
- Experience supervising, mentoring, and developing professional engineering and technical staff while fostering a collaborative, high-performing work environment.
- Excellent written and verbal communication skills, including the ability to prepare and present complex technical information to elected officials, advisory committees, executive leadership, regulatory agencies, and the public.
- Strong interpersonal skills with the ability to build productive relationships with employees, consultants, contractors, partner agencies, and community stakeholders.
- Sound judgment, strategic thinking, professionalism, and a collaborative, customer-service-oriented leadership style committed to delivering high-quality public infrastructure and municipal services.



Total Compensation

The annual salary range for this position is \$145,608–\$174,046. The successful candidate will receive a \$10,000 sign-on bonus upon hire and is eligible for relocation reimbursement of up to \$10,000. In addition, a \$10,000 housing stipend will be provided if the successful candidate purchases a home in the greater Port Angeles community.

Other benefits include:

- Up to 3% deferred compensation employer contribution
- 13 paid holidays
- Vacation and sick leave accrual
- Medical insurance (12.5% employee-paid premium)
- Employer contribution to Health Savings Account
- Dental and Vision insurance
- Health Care Offset
- Employee Assistance Program
- Employer-paid life insurance (\$50,000 plan)
- Long-term disability
- Washington State Retirement System (PERS)
- 40 hours of management leave annually



APPLICATION PROCESS

If you are interested in this position, submit a cover letter and a resume by visiting www.karrasconsulting.net and clicking on “view open positions.”

If you have questions regarding this announcement, please call Marissa Karras at 360-956-1336. This position will remain open until filled but the screening process will move quickly. In order to be considered for the first round of interviews please submit your application materials at www.karrasconsulting.net.

