



CITY OF EUGENE

City Engineer



The Position

The City Engineer provides strategic leadership for the Engineering Division within the Public Works Department, overseeing a broad portfolio that includes capital delivery, transportation, stormwater and wastewater planning, development engineering, surveying, GIS, and infrastructure policy. As a key member of the Public Works leadership team, the City Engineer works closely with the Executive Director to establish organizational priorities, guide long-range infrastructure investments, and ensure the City's engineering programs support Eugene's long-term community vision and growth.

This executive leader is responsible for directing the planning, design, funding, and implementation of the City's capital improvement program while ensuring compliance with state and federal regulations. The City Engineer oversees infrastructure master planning, systems development charge programs, development review, and major policy initiatives that shape the community's transportation and public infrastructure systems. The role also serves as the City's principal engineering advisor to the City Manager, City Council, advisory committees, and regional partners on complex engineering, capital investment, and public policy matters.

The City Engineer leads a diverse team of professional, technical, and administrative staff, fostering a collaborative, high-performing culture focused on innovation, accountability, and exceptional public service. The position is responsible for organizational leadership, workforce development, budget oversight, operational excellence, and continuous improvement while building strong partnerships across City departments, regional agencies, developers, and the community. Success in this role requires balancing strategic vision with operational execution, ensuring that Engineering delivers high-quality infrastructure projects and services that meet the evolving needs of Eugene.

Priorities

The City Engineer will provide steady leadership during an important period of organizational transition while positioning the Engineering Division for long-term success. Working collaboratively across Public Works, the organization, and the community, the City Engineer will focus on the following strategic priorities:

- **Complete the Engineering Division's Organizational Transition:** Provide steady leadership as the division completes its reorganization, bringing stability, clarity, and consistency during a period of change. Continue to assess the current organizational structure, fill key leadership and staff vacancies, establish clear priorities, and position the division for long-term success while maintaining momentum on critical initiatives.
- **Advance Critical Infrastructure and Strategic Initiatives:** Provide leadership for the City's capital improvement program, long-range infrastructure planning, and key strategic initiatives, including the Transportation Services Review, Vision Zero implementation, and infrastructure master planning. Align infrastructure planning and investment with the City's goals for increased housing, economic development, and sustainable growth, recognizing infrastructure as a critical foundation for community vitality. Actively collaborate to balance long-term planning with timely project delivery while ensuring Engineering's work advances City Council priorities.
- **Strengthen Operational Excellence:** Evaluate engineering practices, business processes, policies, and service delivery models to improve efficiency, consistency, and accountability. Modernize engineering standards, manuals, and procedures, advance process improvements, and better leverage technology, GIS, and data to support informed decision-making and ensure exceptional service delivery.
- **Champion Strategic Infrastructure Stewardship:** Lead the integration of asset management, infrastructure planning, and financial stewardship to support Eugene's long-term community goals. Use data-driven decision-making to prioritize infrastructure investments, address aging assets, and help balance infrastructure capacity with housing, economic development, and community growth. Partner with City leadership to identify sustainable funding strategies and effectively communicate infrastructure needs and investment priorities.
- **Unify Engineering Through Collaboration and Leadership:** Foster a collaborative, high-performing culture across the Engineering Division by strengthening communication, breaking down organizational silos, and creating alignment among the division's diverse functional areas. Build trust through transparent leadership, clear expectations, employee development, and a shared commitment to exceptional customer service and organizational excellence.
- **Strengthen Partnerships and Community Confidence:** Cultivate strong relationships with City leadership, regional agencies, developers, the business community, and elected officials. Serve as a trusted engineering advisor who effectively communicates complex technical issues, builds consensus among diverse stakeholders, and demonstrates how strategic infrastructure investments support Eugene's economic vitality, livability, and future success.

The Successful Candidate

The City Engineer is a strategic, steady leader who understands the critical role Engineering plays in shaping Eugene's future. They balance immediate operational needs with long-term infrastructure priorities, using sound judgment to navigate competing interests and make timely, well-informed decisions. During this period of organizational transition, they provide the stability, consistency, and clear direction employees need while building confidence through transparency, thoughtful communication, and decisive leadership. Curious by nature and grounded in humility, they seek to understand before acting, communicate the "why" behind decisions, and foster trust through their calm, dependable approach.

The successful candidate is an exceptional relationship builder who works collaboratively across Engineering, Public Works, and the organization to advance shared priorities. They establish strong partnerships with executive leadership, elected officials, regional agencies, developers, businesses, and community stakeholders, recognizing that the City's infrastructure challenges require cooperation, communication, and mutual trust. Politically astute and emotionally intelligent, they are comfortable navigating difficult conversations, balancing competing interests, and translating complex technical issues into practical, understandable information that supports informed decision-making.

An authentic and people-centered leader, the City Engineer understands that their greatest responsibility is developing and supporting the talented professionals around them. They build trust through accessibility and follow-through, empowering employees while maintaining clear expectations and accountability. They work to remove barriers, encourage collaboration, and create opportunities for staff to solve problems, grow professionally, and contribute their expertise. The successful candidate values diverse perspectives, recognizes they do not have all the answers, and relies on the knowledge and experience of their team to achieve the best outcomes.

Above all, the City Engineer recognizes that this role is about more than engineering. They understand how thoughtful infrastructure planning, asset management, and data-informed decision-making support housing, economic development, transportation, environmental stewardship, and community resilience. Combining sound judgment with a commitment to public service, they keep the Engineering Division focused on continuous improvement, organizational excellence, and delivering infrastructure solutions that serve the community today while preparing for tomorrow. Through their leadership, the Engineering Division becomes not only a trusted technical resource, but also a valued partner in helping Eugene achieve its long-term community goals.



Qualifications

At least eight years of professional civil engineering leadership experience, including at least three years of experience administering engineering programs and managing and leading professional-level staff. Demonstrated ability to lead complex public infrastructure initiatives is essential. Experience overseeing multidisciplinary engineering functions, capital improvement programs, development review, transportation, utility infrastructure, and long-range planning is highly desirable. A strong understanding of asset management, financial stewardship, and regulatory compliance is required. The ability to strategically align infrastructure investment with the City's goals for economic development, housing, mobility, and sustainable community growth is essential.

A bachelor's degree in civil engineering or closely related field is required. A certificate of registration as a Professional Civil Engineer in the State of Oregon, or the ability to obtain by reciprocity is required. Any combination of experience and training that is likely to provide the required knowledge and abilities qualifies.

The City of Eugene is committed to a respectful work environment. We value the cultural, educational, and life experiences of each employee. We believe that a diverse workforce enables us to deliver culturally responsive services to all members of our community. As part of our commitment to diversity, equity, and inclusion, we desire to welcome, respect, and create a sense of belonging for a wide range of identities and experiences in our workforce. Women, people with disabilities, and persons of color are strongly encouraged to apply.

Inside The City of Eugene

The City of Eugene is a home rule charter City with a council-manager form of government. The Mayor serves as the City's political head and chair of the eight-member Council. The City Manager runs the day-to-day operations of Eugene's government, oversees City departments, manages the City's budget, and implements City Council policies.

The 2025-2027 adopted budget of \$1.9 billion reflects the City's strategic priorities, fiscal stewardship, and responsiveness to community needs. With over 1600 full-time equivalent employees, Eugene provides a wide range of services through six departments: Central Services; Fire and Emergency Medical Services; Library, Recreation and Cultural Services; Planning and Development; Police; and Public Works. The City's work is guided by the following vision and values:

- We are all Eugene.
- We value all people, encouraging respect and appreciation for diversity, equity, justice, accessibility, and well-being. We recognize and appreciate our differences and embrace our common humanity as a source of our strength.
- We are responsible stewards of our physical assets and natural resources. We will sustain our clean air and water, beautiful parks and open spaces, livable and safe neighborhoods, and foster a thriving downtown, including stable and accessible infrastructure.
- We encourage a strong, safe, sustainable, and vibrant economy, fully utilizing our educational and cultural assets.
- We listen to, serve, and include all who live, work, and play here, seeking ways to foster unity and stronger connections across Eugene. We respond and take actions so that every person has an opportunity to thrive in Eugene.



The Engineering Division

The Engineering Division is an integral part of the Public Works Department. Accredited by the American Public Works Association, the Public Works Department plays a vital role in enhancing the quality of life for Eugene's residents, businesses, and visitors. Guided by its mission to improve the safety, welfare, and livability of the community, the department plans, operates, maintains, and invests in the critical infrastructure and services that support daily life. Its broad portfolio includes the airport, transportation systems, parks and open spaces, engineering services, and stormwater and wastewater infrastructure, all of which contribute to a thriving, sustainable, and connected community.

The Engineering Division provides the planning, analysis, design, and technical expertise that supports the development, operation, and long-term sustainability of Eugene's public infrastructure. The division is responsible for guiding the City's transportation, stormwater, and wastewater infrastructure through long-range planning, engineering design, capital project delivery, development review, and infrastructure policy. In partnership with internal departments, regional agencies, the development community, and the public, the division ensures infrastructure investments support community priorities while meeting regulatory requirements and providing exceptional customer service.



With a 2025-2027 adopted budget of \$43.6 million and 100 employees, the Engineering Division is organized into eight functional areas: Development Review, Water Resources, Data Services, Finance and Administration, Capital Projects Design, Capital Projects Construction, Transportation Planning, and Traffic Engineering. Together, these teams oversee capital project planning and implementation, land development review, infrastructure fee administration, utility planning, transportation initiatives, survey and design standards, GIS and information systems, and regulatory compliance, delivering the technical leadership and operational support necessary to maintain and enhance Eugene's public infrastructure for current and future generations.

The Community

Nestled in the southern Willamette Valley, Eugene is Oregon's second-largest city and a vibrant community known for its natural beauty, innovation, and exceptional quality of life. Home to just over 176,000 residents, Eugene offers the amenities of a larger metropolitan area while maintaining a strong sense of community and connection. Residents enjoy easy access to rivers, parks, forests, and outdoor recreation, with the Pacific Coast, Cascade Mountains, and Oregon wine country all within a short drive.

Eugene is widely recognized as a center for education, culture, and innovation. Home to the University of Oregon, the City benefits from a dynamic university community that contributes to a thriving arts, research, entrepreneurship, and innovation ecosystem. The community is also known for its vibrant arts and performing arts scene, diverse cultural offerings, and a strong spirit of creativity that helps define Eugene's unique identity. The City's economy is supported by a diverse mix of industries, including education, healthcare, technology, manufacturing, sports product design, and sustainable business development.

Known nationally as "TrackTown USA," Eugene has a rich tradition of athletic excellence and community engagement. Residents embrace an active lifestyle supported by an extensive network of parks, trails, riverfront amenities, natural areas, and multimodal transportation systems. The community places a high value on environmental stewardship, sustainability, climate action, and thoughtful community planning, creating a culture that is engaged, forward-thinking, and committed to preserving Eugene's unique character while preparing for the future.

Eugene is a community that values collaboration, civic participation, and meaningful public dialogue. Residents are passionate about local issues and actively engaged in shaping the City's future, creating an environment where innovation, partnership, and public service can thrive. For leaders who enjoy building relationships, navigating complex challenges, and making a lasting impact, Eugene offers a unique opportunity to serve a community that is deeply connected to its values and committed to creating a vibrant, resilient, and sustainable future for generations to come.



Compensation and Benefits

The salary range for the City Engineer is \$145,953 - \$196,996. The City of Eugene is committed to supporting employee well-being through a holistic approach that recognizes the connection between work, home, and community life. Because well-being extends beyond the workplace, the City offers a variety of programs, resources, and benefits designed to support employees both professionally and personally. For more information about benefits, visit: [Benefits at a Glance](#).



How to Apply

Applications will be accepted electronically by Raftelis at raftelis.com. Applicants complete a brief online form and are prompted to provide a cover letter and resume. Applications will be reviewed on a rolling basis, and candidates are encouraged to apply as soon as possible to ensure their materials are presented to the City at the earliest opportunity.



Questions

For more information or questions regarding the City of Eugene or the City Engineer position, please contact Heather Gantz at hgantz@raftelis.com.

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