CITY OF RIALTO

Senior Civil Engineer



RAFTELIS





Lead Projects. Deliver Results.

The City of Rialto is seeking an experienced, collaborative, and forward-thinking Senior Civil Engineer to help deliver one of Southern California's most ambitious municipal capital improvement programs. This is an outstanding opportunity for an engineering professional who enjoys balancing technical expertise with project leadership, team development, and cross-departmental collaboration. **A Professional Engineer (PE) license is not required**, creating an opportunity for accomplished engineering professionals with demonstrated project management experience to advance their careers.

Reporting to the Director of Public Works or their designee, the Senior Civil Engineer serves as a key member of the Engineering Division, leading complex public infrastructure projects from concept through construction while mentoring staff, managing consultants, and helping shape the City's long-term capital investment strategy.

With nearly $400 million in active and completed Capital Improvement Projects, the next Senior Civil Engineer will help deliver projects that improve transportation, public facilities, stormwater infrastructure, parks, and private development throughout one of the Inland Empire's fastest-growing communities.

This is an exceptional opportunity for an engineer who wants to make a visible impact, take on meaningful leadership responsibilities, and continue growing professionally in a supportive, team-oriented organization.

The Position

This position offers far more than traditional engineering project management. The next Senior Civil Engineer will serve as a trusted advisor and program leader, helping guide projects through planning, design, bidding, construction, and closeout while ensuring quality, schedule, budget, and stakeholder expectations remain aligned. Success in this role requires someone who enjoys managing multiple complex projects simultaneously while maintaining strong relationships with contractors, consultants, developers, City leadership, and fellow employees.

The Senior Civil Engineer will:

- Lead high-profile capital improvement projects from conception through completion.
- Manage engineering consultants, contractors, and professional service agreements.
- Oversee plan review, specifications, estimates, and construction administration.
- Review Requests for Proposals (RFPs) and Requests for Qualifications (RFQs) and participate in consultant selection.
- Coordinate closely with Planning, Economic Development, Utilities, Parks, Fire, Police, and Building & Safety.
- Prepare and present recommendations before the City Council, Planning Commission, and other public bodies.
- Mentor and develop engineers and technical staff while helping establish engineering best practices throughout the division.

Priorities and Opportunities

The Senior Civil Engineer will play a leadership role in advancing several important organizational initiatives, including:

- Delivering approximately $120 million in active Capital Improvement Program projects.
- Managing construction engineering and inspection services for public infrastructure and private development projects.
- Improving the efficiency of right-of-way permitting and development review.
- Coordinating engineering review for Planning and Building projects.
- Developing and implementing the City's comprehensive Five-Year Capital Improvement Program.
- Strengthening project management practices and consultant oversight.
- Developing engineering staff while fostering collaboration, accountability, and continuous improvement.

The Successful Candidate

The City is seeking an experienced engineering professional who combines strong technical expertise with outstanding project leadership and interpersonal skills. The successful candidate understands that successful infrastructure delivery requires collaboration, communication, and sound judgment as much as engineering knowledge.

The ideal candidate:

- Is an experienced project and program manager capable of overseeing multiple complex projects simultaneously.
- Brings experience in public and/or private sector engineering environments.
- Understands engineering design while maintaining a practical, solutions-oriented perspective.
- Has experience administering consultant contracts and negotiating professional service agreements.
- Communicates technical information clearly to elected officials, executives, developers, contractors, and community members.
- Possesses strong political awareness and organizational sensitivity.
- Develops trust quickly through professionalism, responsiveness, and follow-through.
- Enjoys mentoring engineers and helping staff continue developing professionally.
- Balances attention to detail without becoming consumed by unnecessary technical minutiae.
- Can translate highly technical engineering concepts into clear, understandable recommendations for non-engineering audiences.



Employment Qualifications

Minimum qualifications include graduation from an accredited four-year college or university with major coursework in civil engineering, or a related field, and four years of progressively responsible civil engineering experience, including at least two years managing engineering projects.

Registration as a Professional Engineer (PE) in the State of California is desired, not required.

The Community

The City of Rialto is a vibrant and diverse full-service municipality located in the heart of Southern California's Inland Empire in San Bernardino County. The City provides convenient access to major transportation corridors, employment centers, and recreational opportunities throughout the region. Known as the "Bridge to Progress," Rialto was incorporated in 1911 and today serves a community of more than 100,000 residents across 22.4 square miles. The City continues to experience strategic growth while maintaining a strong commitment to high-quality public services, economic development, and community well-being.

Rialto operates under a Council-Manager form of government. The City Council consists of four Council Members elected by district and one at-large Mayor, all serving four-year terms. Other elected officials include the City Clerk and City Treasurer. The City Manager, appointed by and serving at the pleasure of the City Council, functions as the City's Chief Administrative Officer and provides leadership and oversight for all municipal operations and services.

With a FY 2026-2027 operating budget of approximately $176 million and a workforce of more than 400 full-time and part-time employees, Rialto delivers a comprehensive range of municipal services through departments including City Administration, City Clerk, Finance, Community Development, Community Services, Police, Fire, Public Works, and Human Resources/Risk Management.

Strategically positioned along key transportation corridors, Rialto is served by Interstates 10 and 210, a major regional rail terminal, a Metrolink station, and multiple Omnitrans transit routes. These transportation assets have helped establish the City as a leading logistics, manufacturing, and distribution hub within the Inland Empire. The City's exceptional connectivity has attracted numerous national and international employers, including major companies in the e-commerce, healthcare, beverage production, consumer products, and distribution sectors, contributing to a strong economic foundation and continued growth.

Beyond its economic advantages, Rialto offers residents and visitors convenient access to Southern California's renowned recreational, cultural, and entertainment destinations, from mountain resorts and desert recreation areas to beaches, major attractions, and world-class performing arts venues. Guided by a commitment to innovation and community engagement, the City delivers high-quality public services that enhance quality of life and support a vibrant, thriving community for residents, businesses, and visitors alike.





Compensation and Benefits

The annual base salary for the Senior Civil Engineer is up to $155,010.00 plus an additional 7.5% for a master's, doctorate degree or specialized certificate. With this incentive, the maximum annual salary increases to $166,636, offering a competitive compensation opportunity for qualified candidates.

In addition, the City of Rialto offers a competitive compensation package including retirement, health benefits, paid leave, and professional development opportunities which can be viewed here.

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. The position will be open until filled with a first review of applications beginning **December 14, 2026**.

Please note that the first round of virtual interviews is tentatively scheduled for early **January 2027**, with final in-person interviews anticipated shortly thereafter. Candidates selected to advance in the process must be available to participate in both rounds of interviews.

Questions

Please direct questions to Serena Wright-Black at swrightblack@raftelis.com and Niayla Hairston at nhairston@raftelis.com.