

THE CITY OF Cambridge, Maryland



INVITES YOUR INTEREST IN THE POSITION OF

City Engineer



CAMBRIDGE – AN EXCEPTIONAL OPPORTUNITY



ABOUT THE CITY GOVERNMENT OF CAMBRIDGE

The City of Cambridge has a Council-Manager form of government, pursuant to a City Charter change in 2015. There have been two city managers since that time. The Mayor is elected at large, and there are five Commissioners elected from wards. The Mayor and Commissioners serve four-year terms. The next election is in May, 2029.

The City has 107 employees and a FY26 Budget of \$38.3 million, which includes the General Fund \$18.1 million, Water and Sewer Funds (\$9.5 million), Special Projects Fund \$9.9 million, Marina Fund \$814,000. The Police Department has an authorized strength of 40 sworn officers. The City owns a wastewater treatment plant, which is operated by a non-profit environmental organization under the oversight of the Public Works Department. Public Works includes engineering, street maintenance, planning, housing/community development, and buildings and grounds maintenance. The City's Municipal Utilities Commission (MUC) provides water from wells and has an 8MGD operation with capacity for growth. The MUC, with a board appointed by the Mayor and Council, also maintains the water distribution system, and bills and collects for water, sewage and refuse collection fees. The Fire Chief is elected by the volunteers who comprise the Rescue Fire Company, and is confirmed by the Mayor and Council.

ABOUT THE COMMUNITY OF CAMBRIDGE

The City of Cambridge was laid out as a town in 1684 and incorporated as a city in 1793. Cambridge has a land area of 10.3 square miles and a population of 12,260. It is the county seat of Dorchester County, and is the County's largest municipality. It is located on the Choptank River on the Eastern Shore of Maryland, and is within 100 miles of Washington, D.C. and Baltimore. Cambridge is a diverse community, with the 2020 Census revealing a population that is 45.4% Black, 42.4% White, 7.3% Hispanic, 1.9% Asian and 0.1% Native American.

Cambridge boasts a rich maritime and cultural heritage that can be explored in museums, through historic district tours, and strolling the streets of downtown. Famed Underground Railroad conductor Harriet Tubman was born nearby, and the Harriet Tubman Museum and Educational Center honoring her stands in the heart of the downtown district.

Cambridge is experiencing a bit of a housing boom. After averaging less than 20 residential permits annually for several years, new home permits have totaled 313 in the four year period of 2021 through 2025.

The Cambridge economy is diverse, including the Hyatt Regency Chesapeake Bay Golf Resort, Spa and Marina, which is the City's largest employer, the recently opened University of Maryland Shore Medical Center, and the multi-purpose non-profit Delmarva Community Services. Several other firms, such as RegalRexnord, CK Lord, J.M. Clayton Company, GKD USA, Cultra and The Mushroom Company provide employment opportunities across a number of occupational categories. Downtown Cambridge is also home to the craft brewer, RAR Brewing.

ABOUT THE POSITION AND CANDIDATE

The City of Cambridge seeks a proven, dedicated, responsive and experienced individual for the position of City Engineer. The ideal candidate will be a strong department manager with excellent communication skills. The successful candidate shall possess a Bachelor's degree in Civil or Environmental Engineering or a closely related field, and have five years of engineering experience, including three years of supervisory experience. The individual must have a Professional Engineer (P.E.) license in the State of Maryland, or the ability to obtain the Maryland P.E. license within eighteen months of appointment. The Engineer needs to be technologically savvy.

The City Engineer is a key member of the City management team. The City Engineer:

- Introduces design standards updates, ordinance updates and Engineering Division procedures, including serving as a resource to communicate engineering standards and ordinance requirements for project meetings, or other communications for engineers, consultants, developers and residents.
- Introduces capital improvement project needs and assists in the establishment of both short and long range CIP projects
- Performs professional engineering and design activities providing oversight to projects; develops and reviews detailed designs, including plans, specifications, contract documents, and cost estimates; provides engineering services during construction; oversees contract administration.
- Monitors various state and federal grant opportunities; writes grant applications
- Conducts public meetings to inform residents of construction projects as needed
- Plans, prepares, and executes engineering studies.
- Is responsible for the development, administration, and enforcement of the City's stormwater management and flood control programs.
- Reviews development plans for proposed annexations, zoning and commercial site plans.
- Enforce City ordinances and programs for the NPDES Phase II permit; reviews grading, drainage and sedimentation and erosion control plans for site data

KEY CITY ISSUES FOR THE ENGINEER

- Shoreline Resilience Effort
- Waterfront Development Project
- Trenton Street Pump Station Upgrade
- Cannery Park Development
- Flood Plain Management
- Storm Water Management
- Wastewater Treatment Plant Upgrade
- Road Paving Projects





COMPENSATION AND BENEFITS

The City Engineer for the City of Cambridge can expect a salary in the range of **\$120,000 to \$135,000**, depending on qualifications and experience. The successful candidate will also receive a competitive benefits package, including participation in the Maryland State Retirement System.

TO APPLY

Send cover letter, resume and four professional references (with email and phone contact information) via email by 5pm EST on **November 29, 2025** to:

David J. Deutsch, Senior Associate
Mercer Group Associates
15 Cambridge Place
Ocean Pines, MD 21811

Cell phone: 301.343.6033
Email: daviddeutsch610@gmail.com
Website: www.mercergroupassociates.com



MERCER GROUP ASSOCIATES

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