

## POSITION SUMMARY

The Engineering Manager provides strategic leadership and programmatic oversight for the Engineering Team, directing the planning, design, and execution of infrastructure, treatment, and innovation projects. This role ensures effective coordination of all engineering and construction activities with plant staff and operations, aligning project outcomes with organizational goals. The Engineering Manager oversees resource management, including staffing, budget planning, and resource allocation, and drives the development and implementation of key SPR programs.

Additionally, the Engineering Manager mentors staff, including the Engineering Supervisor(s) in comprehensive program management, including program development, project planning, and implementation strategies. This position also plays a critical role in policy development and long-term planning initiatives, collaborating with the Deputy Director - Engineering to shape departmental policies and guide strategic priorities.

## REPORTING RELATIONSHIPS

**Reports to:** Deputy-Director - Engineering

**Direct Reports:** Engineer I-IV, Engineering Supervisors, and others as assigned by the Deputy Director - Engineering

## KEY RESPONSIBILITIES

- **Project and Program Management and Oversight:** Manages multiple simultaneous projects, encompassing the assessment, piloting, design, implementation, and construction management of capital and maintenance projects for treatment plant infrastructure. This role includes overseeing pilot programs and research initiatives, coordinating closely with internal teams and external consultants/contractors to ensure project alignment with operational goals and industry standards.
- **Strategic Planning and Reporting:** Strategic planning and execution, assembles teams, and provides progress reports to key stakeholders, including the Supervisory Committee and SPR Leadership.
- **Stakeholder Management:** Oversees solicitation process, evaluates proposals, selects contractors/consultants, and directs external consultants across various specialties to ensure quality project outcomes. Partners and collaborates with industry stakeholders including but not limited to consultants, contractors, vendors, universities, and other utilities.
- **Resource and Budget Management:** Develops and manages the annual division budget, making resource allocation decisions based on life-cycle costs and budget constraints, and providing cost estimates for cross-divisional projects.
- **Team Leadership and Development:** Supervises and mentors engineering supervisors and engineering staff, fostering professional growth through coaching, training, and development, while promoting cross-divisional collaboration and teamwork. The listed examples of work are not intended to be all-inclusive. They may be modified with additions, deletions, or changes as necessary.

Performs other duties assigned by the Deputy Director – Engineering as required.

## **CORE COMPETENCIES REQUIRED FOR POSITION**

### **Organization Wide – Every employee is accountable to:**

- Aligning and demonstrating SPR's organizational vision, mission, and values.
- Following the SPR Safe Program – policies, required trainings, and overall engagement.
- Upholding fiscal responsibility through SPR's Procurement Policy and procedures.
- Continuously improving the efficiency and effectiveness of the service or product being delivered.
- Valuing diversity; demonstrating an awareness of differences; demonstrating sensitivity and adapting behaviors and communication to accommodate these differences.

### **Job Specific – Every employee in this position must be able to:**

**Builds Effective Teams:** Building strong-identity teams that apply their diverse skills and perspectives to achieve common goals.

- Forms teams with appropriate and diverse mix of styles, perspectives, and experience.
- Establishes common objectives and a shared mindset.
- Creates a feeling of belonging and strong team morale.
- Shares wins and rewards team efforts.
- Fosters open dialogue and collaborations among the team.
- Ensures accountability.

**Plans and Aligns:** Planning and prioritizing work to meet commitments aligned with organizational goals.

- Sets objectives to align with broader organizational goals.
- Breaks down objectives into appropriate initiatives and actions.
- Stages activities with relevant milestones and schedules.
- Anticipates and adjusts effective contingency plans.
- Manages time and schedule effectively.

**Financial Acumen:** Interpreting and applying understanding of key financial indicators to make better business decisions.

- Understands the meaning and implications of key financial indicators.
- Uses financial analysis to generate, evaluate, and act on strategic options and opportunities.
- Integrates quantitative and qualitative information to draw accurate conclusions.

**Manages Complexity and Ambiguity:** Operating effectively, even when things are not certain, or the way forward is not clear. Making sense of complex, high quantity, and sometimes contradictory information to effectively solve problems

- Deals comfortably with the uncertainty of change.
- Effectively handles risk.
- Can decide and act without the total picture.
- Is calm and productive, even when things are up in the air.
- Deals constructively with problems that do not have clear solutions or outcomes.
- Asks the right questions to accurately analyze situations.
- Acquires data from multiple and diverse sources when solving problems.
- Uncovers root causes to difficult problems.
- Evaluates pros and cons, risks and benefits of different solution options.

**Courage:** Stepping up to address difficult issues, saying what needs to be said.

- Readily tackles tough assignments.
- Faces difficult issues and supports others who do the same.
- Provides direct and actionable feedback.
- Willingness to champion an idea or position despite dissent or political risk.

## **QUALIFICATIONS**

### **Education, License, Certification, and Work Experience:**

- Bachelor's degree in civil, mechanical, chemical, or environmental engineering. Master's degree in engineering, business administration, or public administration preferred.
- Twelve (12) years minimum engineering experience.
- Four (4) years minimum experience supervising technical staff.
- Professional Engineering (PE) License.
- Formal leadership and business administration training preferred.
- Project Management Professional (PMP) or Program Management Professional (PGMP) preferred.

### **Knowledge, Skills and Abilities:**

- Advanced knowledge of engineering principles, practices, methods and standards.
- Advanced knowledge of wastewater treatment.
- Expert project management skills.
- Computer skills required to work with Microsoft Office, Adobe, Bluebeam Revu, artificial intelligence tools, and hydraulic modeling software.
- Ability to conduct field work including, piloting, sampling, construction inspection, and other duties as assigned.
- Outstanding verbal and written communication skills to maintain effective working relationships with internal and external project stakeholders and colleagues, support meeting participation, and prepare emails, presentations, and technical memoranda.
- Valid Colorado driver's license and a clear or acceptable MVR.

*\*An equivalent combination of education, training and relevant job experience may be substituted.*

## **WORKING CONDITIONS AND PHYSICAL REQUIREMENTS**

**Office Work** - Work is primarily performed in a standard office environment, requiring sitting for extended periods, and occasional light lifting (up to 15 lbs.). Work requires visual and physical capabilities to work on computers and associated equipment for prolonged periods (4-6 hours daily).

**Field Work** - Work may be performed on construction sites where there may be exposure to dust, noise, traffic, and moving construction equipment. Work may be performed at wastewater treatment facility where noise, irritants, dust, dirt bacteria, hazardous chemicals/air materials and fumes are present.

## **SALARY RANGE**

\$119,480 - \$179,220/Annual Salary

## **BENEFITS**

The City of Englewood offers a comprehensive benefits package including but not limited to:

- Medical, Dental, and Vision Plans
- Retirement Plans
- Paid Time Off
- Paid Sick Leave
- 12 Paid Holidays

## **APPLICATION DEADLINE**

Open until filled.

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Equal Opportunity Employer/Protected Veterans/Individuals with Disabilities

This employer is required to notify all applicants of their rights pursuant to federal employment laws. For further information, please review the [Know Your Rights](#) notice from the Department of Labor.