



City of Oakland
Transportation Engineer (Continuous)

SALARY	\$10,308.46 - \$12,656.62 Monthly \$123,701.52 - \$151,879.44 Annually	LOCATION	Oakland, CA
JOB TYPE	Full Time	JOB NUMBER	23-ET122-09
DEPARTMENT	Department of Transportation	OPENING DATE	06/21/2023
FLSA	Non-Exempt	BARGAINING UNIT	TF1

The Position

The City of Oakland is an equal-opportunity employer that values workforce diversity, inclusion, and equity. Oakland has a long history of activism around issues of justice and equity. Both oppression and this resistance to oppression have shaped the city's historical roots and the lives of its residents to this day. As public servants in one of the most diverse cities in the nation, we strive to develop employees who understand the harm and impacts of systemic inequity to create lasting, meaningful outcomes for everyone. Oakland strives to establish an environment that embraces the richness of culture, community, and individualism of employees.

The City of Oakland is currently recruiting to fill three (3) Transportation Engineer vacancies within the Department of Transportation. **The eligibility lists established from this recruitment may be used to fill other vacancies that occur within the City including full-time and permanent part-time positions, if applicable.**

Why Join the City of Oakland, Department of Transportation?

The Oakland Department of Transportation's (OakDOT) mission is to envision, plan, build, operate and maintain a transportation system for the City of Oakland and assure safe, equitable, and sustainable access and mobility for residents, businesses and visitors. OakDOT is committed to designing traffic and transportation solutions that work to meet the needs of all Oaklanders and reduce existing inequities. OakDOT staff apply strong engineering, planning, policy and implementation expertise to advance mobility, accessibility, equity, safety and sustainability on our transportation system.

The ideal candidate is a customer service-oriented professional with the ability to develop and deliver plans, projects, and programs within the Department of Transportation. The three (3) current vacancies will be located within one of OakDOT's seven sections, listed below. These positions will represent and further the City's commitment to racial equity in all transportation engineering work.

We are looking for someone who is:

- **Creative, persistent, and excited** to be part of a motivated and talented team that focuses on innovative and equitable solutions to challenging and technical problems.
- **Knowledgeable in traffic engineering** principles and practices and stays up to date with latest developments in technology and methodology.

- **Adaptable and independent:** You are self-motivated and able to exercise a high degree of independent judgment, being able to design and interpret engineering plans, resolve technical problems, and interact with the public effectively.
- **A proven leader:** You possess leadership qualities and the ability to lead, direct, and train assigned staff. You will be responsible for providing lead direction and technical training to team members, which requires strong leadership skills.
- **Passionate about sustainable and safe transportation:** You should have a genuine passion for sustainable transportation solutions and safety improvements and be motivated to contribute to the development of a transportation system that benefits the community and supports the city's sustainability goals.

What you will typically be responsible for:

- Performing professional engineering transportation, traffic, and civil engineering work.
- Preparing project documents for the planning, design, construction, integration, deployment, and operations of multi-modal transportation and related projects to enhance safety, accessibility, mobility, and sustainability.
- Supervising, preparing, and reviewing transportation improvement plans, specifications, and cost estimates; designing traffic signal configurations and operations; developing traffic related geometric layouts; and preparing and reviewing traffic control plans.
- Reviewing transportation studies, performing investigations and submitting recommendations regarding the installation of traffic control devices.
- Meeting with and serving as liaison to City departments, other agencies, and business and citizen groups; providing technical information as needed; and presenting information at public meetings.
- Participating in capital improvement projects as they relate to traffic and transportation; administering consultant and construction contracts; and performing project inspection.
- Providing lead direction and technical training to assigned technical and professional staff.

This is the journey-level classification in the professional transportation engineering series. Incumbents receive general supervision from management staff including Supervising Transportation Engineer, Project Manager or Senior Transportation Planner and directs and supervises assigned technical and professional staff.

* Read the complete job description by clicking on the link below:

[Transportation Engineer](#)

* Click on the link below to see a video on what it's like to work for the City of Oakland!

[Working for the City of Oakland](#)

A few reasons you might love this job:

- The City of Oakland is committed to reducing existing inequities in transportation engineering work. The department strives to design traffic and transportation solutions that meet the needs of all residents while advancing safety improvements.
- You will be interacting with various stakeholders, including City departments, agencies, businesses, and citizens. This service-oriented aspect allows candidates to make meaningful connections with the community they serve and collaborate with different groups to improve transportation and safety.
- You will work on complex and transformative infrastructure projects, providing a sense of accomplishment and pride in contributing to the development of Oakland's transportation system.
- The transportation sector is constantly evolving, and this job offers opportunities to work with new technologies, software, and innovative approaches in transportation planning and design. This environment encourages candidates to stay updated with industry advancements.

A few challenges you might face in this job:

- You will be assessing and understanding the needs of stakeholders, including citizens, businesses, partner agencies, and the community to collaborate towards a shared outcome.
- While the City of Oakland is committed to reducing existing inequities, achieving equity goals in transportation engineering work can be challenging due to various factors, including budget constraints, competing priorities, and community expectations.
- Oakland is a major city with diverse neighborhoods and traffic challenges. Working in an urban environment may present unique engineering and logistical challenges that candidates must navigate effectively.

Competencies Required:

- **Analyzing & Interpreting Data:** Drawing meaning and conclusions from quantitative or qualitative data
- **Critical Thinking:** Analytically and logically evaluating information, propositions, and claims
- **Mathematical Facility:** Performing computations and solving mathematical problems
- **Legal & Regulatory Navigation:** Understanding, interpreting, and ensuring compliance with laws and regulations
- **Professional & Technical Expertise:** Applying technical subject matter to the job
- **Using Technology:** Working with electronic hardware and software applications
- **Attention to Detail:** Focusing on the details of work content, work steps, and final work products
- **Innovative Problem Solving:** Identifying and analyzing problems in order to propose new and better ways of doing things
- **Writing:** Communicating effectively in writing
- **Building & Maintaining Relationships:** Establishing rapport and maintaining mutually productive relationships
- **Leadership:** Guiding and encouraging others to accomplish a common goal
- **Teamwork:** Collaborating with others to achieve shared goals
- **Project Management:** Ensuring that projects are on-time, on-budget, and achieve their objectives

The following section describes the various OakDOT sections and their functions at the City. Candidates may be referred to interview with one or more teams that have a vacancy as part of the continuous eligibility list.

Traffic Capital Projects

The Traffic Capital Projects (TCP) section prepares complete design documents which include the preparation of plans, specifications and cost estimates for project bids and award for construction. Our main tools for production are comprised of design manual compliance and standards (City & Caltrans); software that includes AutoCAD Civil3D, AGI32 for lighting analysis, and Synchro for traffic timing. TCP also provides design services for other sections that include the Planning section and the Neighborhood Traffic Safety section for roadway safety projects. Projects are typically roadway safety, access, and circulation improvements that are mostly federally and locally funded. In our team, we do Civil/Transportation design comprising of Roadway Geometry, Traffic Signal, Pedestrian and Bicycle safety devices, and the City's Intelligent Transportation System (ITS) design.

Complete Streets Paving & Sidewalks

Complete Streets Paving & Sidewalks produces PS&E for pavement rehabilitation and pavement maintenance projects, including design of curb ramps, signage and striping, and pavement treatment. The team's workplan follows the adopted 2022 5-Year Paving Plan which promotes an equitable prioritization of paving in underserved neighborhoods, along with curb ramps and sidewalks prioritization plans. Additional goals of the program are to advance safety improvements on high injury corridors; incorporate new design standards for transit, pedestrian, and bicycle facilities; and implement neighborhood safety and Safe Routes to School improvements.

Traffic Engineering

The Traffic Engineering section operates programs that improve roadway safety for schools and residential/commercial neighborhoods and supports inter-departmental and jurisdictional projects. Typical work involves helping residents slow down traffic in their neighborhood, working with principals to improve pedestrian safety around schools, setting speed limits for the police to enforce, restricting parking on narrow streets for the fire department to access, and reviewing neighboring jurisdictions' projects that impact Oakland streets. The team also delivers small-scale capital improvement projects funded by in-house budget and outside grants for which the team applies and competes. The selected candidate will be the lead Engineer in either inter-departmental or small capital projects, both of which are supported by Assistant Engineers.

Bicycle & Pedestrian Program

The Bicycle & Pedestrian Program facilitates, coordinates, and oversees the implementation of the City's Bicycle and Pedestrian Plans and supports OakDOT in creating, managing, and analyzing transportation data. The Program designs and delivers low-cost/high-impact projects and provides staff support to the City's Bicyclist and Pedestrian Advisory Commission.

Multimodal Corridor Operations

The Multimodal Corridor Operations section maintains, operates, and improves Oakland's Advanced Traffic Management System (ATMS). The section operates more than 700 traffic signals, High-intensity Activated crossWalk (HAWK) signals, and

Rectangular Rapid Flashing Beacon (RRFB) and works closely with the City's Maintenance Section to maintain and upgrade these existing devices. The section collaborates with AC Transit, Caltrans, Metropolitan Transportation Commission (MTC), and Port of Oakland to improve regional traffic safety. The section also works systematically to improve pedestrian and bicyclist safety through traffic signal timing and traffic signal upgrades.

Right of Way (ROW) Management and Engineering Services

The Right-of-Way Management Engineering Services section administers Oakland's public space regulations. Our Engineers and Permit Technicians facilitate third-party improvements in the right-of-way, including privately constructed public infrastructure, parklet, curb gutter sidewalk, sewer lateral, excavation, obstruction, and encroachment permits. Engineering Services also reviews and approves parcel maps, final maps, right-of-way vacations, street renaming, easements and dedications. Working closely with Right-of-Way Management Construction Inspections, Engineering Services coordinates private infrastructure improvements with City-led capital projects and utility corridor projects. Engineering Services has expert level command of the Oakland Municipal Code and speaks for the agency in meetings with key stakeholders, including Oakland residents, developers, regional agencies, and public utilities.

Major Projects Engineering

Major Projects Engineering is responsible for the delivery of complex transportation engineering projects in Oakland. Working alongside Major Projects Planning to secure funding and coordinate with stakeholders, the section leads the design of engineering elements including complete streets and major roadways; bridges and rail overcrossings; pedestrian, bicycle, and transit safety and access improvements; sewer and storm facilities; landscape architecture; and traffic signals and intelligent transportation systems. The position will coordinate and collaborate with professional staff and other City departments, consultants and contractors, outside agencies, and developers in the delivery of these complex projects. Our goal is to support the implementation of transformative infrastructure identified in longstanding transportation plans and projects to connect neighborhoods in Oakland. We are seeking engineers who can bring their knowledge and experience to help achieve our goal to provide safe, more sustainable, and more equitable access to the community through this infrastructure.

Minimum Requirements for Application

This recruitment will produce two eligible lists. The restricted list will be for full-time, permanent part-time, or part time City employees who meet the minimum qualifications. The open list will be for all other applicants who meet the minimum qualifications.

Any combination of education and experience that is equivalent to the following minimum qualifications is acceptable:

Education:

A Bachelor's degree from an accredited college or university in civil engineering, transportation or a closely related field.

Experience:

Three (3) years of professional engineering experience in transportation or traffic engineering. Possession of a Master's Degree in Transportation Engineering may be substituted for one (1) year of professional experience.

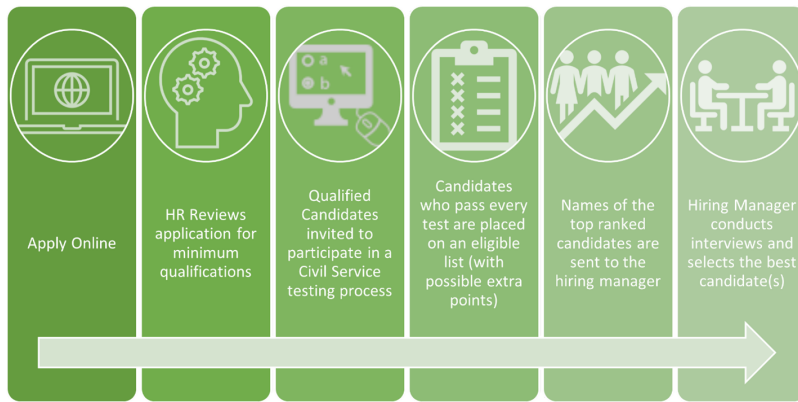
LICENSE OR CERTIFICATE / OTHER REQUIREMENTS:

Possession of a valid registration as a civil or traffic engineer in the State of California or possession of a valid registration as a civil or traffic engineer in another state and the ability to obtain California registration either by reciprocity or at the next available examination for which the candidate can apply. Incumbents in this position are expected to operate automotive vehicles in the performance of assigned duties.

Due to the nature of the assignment and the hours worked, public transportation may not be a cost effective or efficient method of traveling to the various locations required. Individuals who are appointed to this position will be required to maintain a valid California Drivers' License throughout the tenure of employment OR demonstrate the ability to travel to various locations in a timely manner as required in the performance of duties.

Supplemental Information

About the Process



Tentative Schedule:

Applications Submitted During the Below Timeframe:	Behavioral Consistency Questionnaire Sent to Qualified Candidates:
September 5, 2023 - October 3, 2023	The Week of October 9, 2023
October 4, 2023 - November 8, 2023	The Week of November 13, 2023
November 9, 2023 - December 14, 2023	The Week of December 25, 2023
December 15, 2023 - January 19, 2024	The Week of January 29, 2024

Stage I: The first stage in the selection process will consist of a review of each applicant's employment application, a copy of a valid registration as a civil or traffic engineer in the State of California or possession of a valid registration as a civil or traffic engineer in another state and the ability to obtain California registration either by reciprocity or at the next available examination for which the candidate can apply. **Be sure to scan and attach a copy of your valid registration as a civil or traffic engineer to your on-line application. Applications submitted without all required materials will not be given further consideration.**

Stage II: The second stage will consist of a Behavioral Consistency Questionnaire (BCQ) being sent to qualified candidates to complete and return. Subject matter experts will evaluate and rate the completed questionnaires. Applicant responses to the BCQs must demonstrate the knowledge, skills and abilities listed in the qualifications section of this announcement. The evaluation of BCQs may be weighted 100% of an applicant score (before residency and/or veteran points) and may determine rank on the eligible list. If a sufficient number of quality of application packets are received, the BCQ may be followed by a third stage and the most qualified applicants will be invited to the next stage. Meeting the minimum qualifications does not guarantee advancement to Stage III.

The ranked eligible list may be developed directly from the written exam (BCQ) OR the results of Stage III. Candidates must earn a scale score of 70 in this examination process to be placed on the eligible list for employment consideration.

This is a continuous recruitment; additional names of successful candidates may be added to the eligible list periodically; candidates' names will be merged onto the existing eligible list and referred to hiring departments according to rank. Candidates who are on an active eligible list may not re-apply for the duration of the eligible list.

Candidates who demonstrate that they meet the minimum qualification requirements are then invited to participate in an assessment process (or testing) to measure their knowledge, skills, and abilities in job-related areas.

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Candidates who do not demonstrate that they meet the minimum qualification requirements will have an opportunity to request a final review. Candidates must request a final review within 5 business days of being notified that they did not

meet the minimum qualifications.

In the final review, candidates may clarify information already provided on their application. No additional work history, education, or certifications will be accepted. Any decisions made during this review process will be final.

Applicants are required to submit criminal history information upon request after receiving a conditional offer of employment. If the requested information is not furnished in a timely manner, applicants will not qualify for further consideration and will be removed from the eligible list.

The City of Oakland reserves the right to modify the selection process and date of examination as necessary to conform to administrative or business necessity. The information contained in this announcement is subject to change and does not constitute either an expressed or implied contract.

What's in it for you?

- **15 paid holidays**
- **Vacation** – 2 weeks per year minimum with the ability to accrue more depending on public sector years of service
- **Sick leave** – Employees accrue 12 days per year
- **Health** – The City of Oakland pays for the cost of employee and eligible dependent coverage at the Kaiser rate. Other plans include Anthem, Blue Shield, United Health Care, and other HMO and PPO plans
- **Dental** – The City of Oakland pays for Delta Dental full premium for employees and eligible dependents
- **Vision** – The City of Oakland pays for VSP full premium for employees and eligible dependents
- **Negotiated salary increases** of 2.5% in July 2023 and January 2024, and 2% in July 2024 and March 2025
- **Retirement** – CalPERS (California Public Employees' Retirement System) with a pension formula of 2.5% @ 55 (for Classic CalPERS members) and 2% @ 62 for new CalPERS members. Classic Employees contribute 8% of pre-tax wages. The City of Oakland does not participate in Social Security
- **Deferred Compensation** – 457(b) pre-tax plan and an after-tax ROTH 401(k) plan
- Other benefits include a Flexible Spending Account, Wellness Program, Employee Assistance Program, Life Insurance, Tuition Reimbursement, Employee Training, & Telecommuting.

How to Apply

Apply prior to the closing time of the job announcement and allow at least two to three hours to submit your application if you are a new user of the system. **APPLICATIONS ARE ACCEPTED ONLINE ONLY.** You may apply and view current openings by visiting our employment opportunities webpage at: <http://agency.governmentjobs.com/oaklandca/default.cfm>.

If you do not have access to a computer, there are computer stations available at any City of Oakland Public Library. There are also workstations at the Human Resources Management Department, 150 Frank H. Ogawa Plaza, 2nd Floor, Oakland, CA 94612. Workstations are available during regular business hours (normally 9:00 a.m. to 5:00 p.m.). **Due to current events and pandemic-related safety concerns, City facilities may be closed to the public.**

Our online application system is provided by NeoGov. If you have problems while applying online, please contact NeoGov's Live Applicant Support at (855) 524-5627 between 6:00 AM and 5:00 PM Pacific Time, Monday - Friday. You may also call the City of Oakland Human Resources Management Department during regular business hours at (510) 238-3112 for information; however, we are unable to provide technical support for the online application system.

Agency

City of Oakland

Address

150 Frank H. Ogawa Plaza - 2nd Floor

Oakland, California, 94612

Phone

(510) 238-3112

Website

<http://www.oaklandca.gov/>

***QUESTION 1**

Be sure to answer the supplemental questions thoroughly and accurately. Applicants are responsible for clearly, completely, and accurately identifying their qualifications. The rating of the supplemental questions will determine your application status and/or rank on an eligible list. I have read and understand the statement above concerning submission of supplemental responses.

- Yes
- No

***QUESTION 2**

Please indicate if you have a Bachelor's degree in the following:

- Civil Engineer
- Transportation Engineer
- I have a Bachelor's degree in a closely related field
- Other (not listed above)

***QUESTION 3**

Do you have a Master's degree in Transportation Engineering?

- Yes
- No

***QUESTION 4**

Please indicate your level of professional engineering experience in transportation or traffic engineering.

- None, but willing to learn
- 1 year
- 2 years
- 3 years
- 4 or more years

***QUESTION 5**

REQUIRED DOCUMENT: Applicants must scan and attach a copy of a valid registration as a civil or traffic engineer in the State of California or of a valid registration as a civil or traffic engineer in another state to qualify for participation in the recruitment process, or must provide the license number. I understand and acknowledge that my application will be considered incomplete if I do not attach the required document or provide the license number.

- Yes
- No

***QUESTION 6**

Do you have of a valid registration as a civil or traffic engineer in the State of California or possession of a valid registration as a civil or traffic engineer in another state and the ability to obtain California registration either by reciprocity or at the next available examination for which the candidate can apply? Please make sure to scan and attach the valid registration to your on-line application

- I do not have a valid civil or traffic engineer registration in the State of California or in another state. I understand that if I don't have the required valid registration, my application will be screened out from further consideration.
- I have a valid civil or traffic engineer registration in the State of California and it is attached to my application.
- I have a valid civil or traffic engineer registration in another state and it is attached to my application.

QUESTION 7

If applicable, provide the license number of your valid registration as a civil or traffic engineer in the State of California or of a valid registration as a civil or traffic engineer in another state to qualify for participation in the recruitment process.

*QUESTION 8

If you answered that you have a valid registration as a civil or traffic engineer in another state to the above question, will you have the ability to obtain California registration either by reciprocity or at the next available examination for which the candidate can apply?

- No, I will not have the ability to obtain California registration either by reciprocity or at the next available examination for which I (the candidate) can apply.
- Yes, I will have the ability to obtain California registration either by reciprocity or at the next available examination for which I (the candidate) can apply.
- I have the valid registration as a civil or traffic engineer in the State of California.

*QUESTION 9

How would you classify your work background as it pertains to engineering?

- I have no experience in either civil, traffic or transportation engineering.
- My primary experience is associated with civil engineering.
- My primary experience is associated with traffic engineering.
- My primary experience is associated with transportation engineering.
- I have an equal amount of experience in civil, traffic, and transportation engineering.

*QUESTION 10

Please clearly and thoroughly state how your education and experience meet the minimum qualifications for this position.

*QUESTION 11

Describe your experience in the following work areas and explain your roles and responsibilities in each area that you have work experience.

- a) capital improvement projects
- b) striping and signage plans
- c) neighborhood traffic management
- d) traffic signal operations
- e) intersection analysis and arterial coordination using Synchro software
- f) investigations and work orders
- g) traffic studies
- h) bicyclist and pedestrian improvements

*QUESTION 12

Are you a current full-time, permanent part-time, or part-time City of Oakland employee?

- Yes
- No

*QUESTION 13

If you answered "yes" to the question above, please indicate your current job title and employee ID number. If you answered "no" please indicate "NA" below.

***QUESTION 14**

Acting assignments: If you have served in an Acting assignment that you would like considered as experience towards the minimum qualifications requirement, please list the Acting assignment(s) separately in the "Work experience" section of your application. For each Acting assignment, the description must include the Acting job title (use the word Acting as part of the job title), dates and hours served, and duties performed. I understand the above statement and will list any Acting assignments separately in the "Work experience" section of my application form.

- Yes
- No

***QUESTION 15**

Have you previously been employed by the City of Oakland?

- Yes
- No

QUESTION 16

If you were previously employed by the City of Oakland, please list the dates and titles of the positions previously held.

QUESTION 17

Are there other names you have used while employed by the City of Oakland?

***QUESTION 18**

Are you an Oakland resident?

- Yes
- No

***QUESTION 19**

Answers to the above supplemental questions MUST be supported by information contained in the "Education" and "Work Experience" sections of this application. Answers not supported by information contained in the "Education" and "Work Experience" sections of this application will NOT be considered. I have read and understand this statement.

- Yes
- No

* Required Question