



Director, Engineering - Recruitment # 374

Job Summary

The Director, Engineering is responsible for planning, organizing and directing the activities of the Port of Tacoma's Engineering Department, including the design and construction of new and modified facilities, review of major tenant improvements, implementation of required surveys, and inspection of ongoing and completed projects. The Director is responsible for investigating, estimating, planning and scheduling labor and materials for all capital projects and small works maintenance contracts in conformance with established policies, procedures, regulations and Port objectives. Additionally, the Director manages formulation, adoption, and implementation of engineering policies, procedures, programs, and measures for the Engineering Department. The Director maintains relations with consulting engineers, contractors and other organization and negotiates critical and controversial issues with the same.

Primary Functions

- Plans, organizes and directs engineering services including design and construction of new and modified facilities or repair of existing facilities within the Port. This includes the preparation of conceptual designs, plans, specifications, and cost estimates; preparation of bidding and contract awards; and administration of construction in progress. Analyzes key public issues and develops outreach strategies. Identifies communication messages for internal and external dissemination.
- Manages development and implementation of departmental policies, procedures, programs, and represents Port management in presenting such policies and programs to Port Commissioners, customers, and local officials.
- Oversees the development and administration of the departmental operating budget; recommends funds needed for staffing, equipment, materials and supplies; approves expenditures and implements budgetary adjustments.
- Leads the department and manages direct reports. Plans, coordinates and directs all activities of the department; developing and monitoring annual work plans and performance measures for service areas. Manages department staff; assigning tasks, reviewing work of employees under direct supervision, and providing performance feedback.
- Recommends major modification of Port structures and provides engineering approvals on plans and other documents, as required. Reviews plans and specifications for tenant improvement projects.
- Manages the Port's surveying activities, which includes reviewing survey drawings and related real estate property descriptions.
- Collaborates with the Commercial Team to provide technical support and advice in negotiations with prospective and existing Port customers. Maintains collegial relationships with consulting engineers, contractors, local officials and other organizations; negotiates critical and controversial issues with the same.
- Performs related duties as assigned.



Posting Period

September 2, 2016 – Open
Until Filled

Compensation

Starting salary range is
\$9,752/mo - \$12,677/mo,
DOQ
Represents min to mid of
salary range.

Benefits

The port offers a superior benefits package, including coverage for medical, dental, holiday and other paid time off, retirement, life and disability insurance, and other perks.

Location

South Harbor (Tacoma)

FLSA Status

Non-Represented (Exempt)



To apply online visit:
careers.portoftacoma.com



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Minimum Qualifications

Minimum education required is as follows: a four-year college degree, with emphasis in civil, mechanical, or electrical engineering, or architecture. Additional graduate level courses in engineering are highly desirable. Previous job experience required should include a minimum of 10 (ten) years of experience in project engineering as applied to the design and construction of Port or related large capital projects. Previous management and supervisory experience is required. Construction experience is highly desirable. A licensed professional engineer certification is required.

The Ideal Candidate

The desired candidate will possess working knowledge in maritime industry operations and practices coupled with knowledge of the principles and practices of civil, electrical, and mechanical engineering, principles and practices of construction administration, project scheduling and management, and budget preparation and administration are required.

The Port seeks candidates who can demonstrate exceptional leadership skills along with demonstrated strategic planning skills, the capability of proficiently organizing and directing the functions of a department are required. Successful candidates must be highly organized, decisive and innovative manager with strong communication and interpersonal skills. Individuals who are a collaborative manager with problem resolution skills, excellent judgment and unquestioned integrity. Strong attention to detail, the ability to work under pressure, the ability to anticipate and plan for potential contingencies, the ability to multi-task, motivate and to lead multi-departmental teams and external coalitions with a positive attitude is a key requirement.

This individual must demonstrate a caring customer service attitude, a strong commitment to excellence and be able to display behaviors and a commitment to the organization's core values. We value an individual who also brings an impeccable work ethic, is honest and models a high level of integrity. The port wants candidates who display enthusiasm, energy and a drive to succeed. Under the direction of the Chief Executive Officer the organization's culture is built on the following values: Integrity, Customer Service, Competitive Spirit, Courage, Stewardship and Collaboration. The port seeks candidates who can align and model these values both internally and externally and understand what it means to carry out these values in their everyday work.

Benefits

As an employer of choice, the Port of Tacoma is proud to offer an excellent benefits package. This includes medical, prescription, vision and dental with no out of pocket employee premiums and full coverage for employee, spouse and all eligible dependents. In addition, the port also offers vacation, twelve paid holidays, sick leave, bereavement leave, participation in the Washington State Public Employees' Retirement System (PERS) and an employer-funded Voluntary Employee Beneficiary Association (VEBA) account for out-of-pocket health related expenses for employees and their eligible dependents. Our excellent benefits package is valued between 45%-55% of base salary. Other excellent benefits are also available.



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Employment Eligibility

In accordance with the Immigration Control and Reform Act of 1986, all persons offered employment must provide acceptable proof of identity and authorization to work in the United States. Proof will be required prior to employment. The successful candidate must possess (or obtain within 30 days of employment) a valid driver's license. Candidate must be able to successfully complete a post-offer substance abuse test (includes both drug and alcohol) and background investigation. Candidate must also be able to obtain/maintain a Transportation Worker Identification Credential (TWIC), which is a program managed by the Department of Homeland Security (DHS).

Application Process

All applicants must complete an application online at <https://careers.portoftacoma.com>. All applications must be submitted on or prior to the closing date. Only applications meeting the qualifications based on the information provided may be considered for an interview. Inquiries should be sent to hr@portoftacoma.com.

**THE PORT OF TACOMA IS AN EQUAL OPPORTUNITY EMPLOYER COMMITTED TO
PROMOTING AND ENCOURAGING DIVERSITY IN THE WORKPLACE.**