

DIRECTOR OF ENGINEERING

Port of Oakland, CA





THE PORT OF OAKLAND

The Port of Oakland includes the Oakland seaport, Oakland International Airport, and 20 miles of waterfront. The Oakland seaport is among the top ten busiest container ports in the U.S.; Oakland International Airport is the fifth largest airport in California offering over 375 daily passenger and cargo flights; and the Port's real estate includes commercial developments such as Jack London Square and hundreds of acres of public parks and conservation areas. The Port employs approximately 500 individuals and has annual revenues of approximately \$381 million. Together, through Port operations and those of its tenants and users, the Port generates more than 84,000 jobs in the region. The Port of Oakland was established in 1927 and is an independent department of the City of Oakland. For more information, visit the Port's website at www.portofoakland.com

THE COMMUNITY

Nestled in between the San Francisco Bay and the California coastal mountains, the City of Oakland has a rich history, diverse culture and expanding local economy. Its temperate Bay Area climate - rated the best in the nation - combined with a vast network of arts, entertainment, recreational and educationally-enriching amenities make Oakland a thriving setting for its 447,000 residents and a tourist destination for thousands of visitors annually. The City's diverse landscape is a lively urban-suburban mix of beautiful hillside residential neighborhoods, a large stock of historic homes and buildings, two lakes and the Oakland Estuary.

Oakland is also one of the nation's most diverse cities, with residents speaking nearly 125 different languages and dialects. Oakland's diversity is also reflected in more than 600 cultural fairs and events citywide. Other recreational, cultural and entertainment activities take place in 106 parks, Lake Merritt, Jack London Square, Knowland Park Zoo, the Oakland Museum of California and the Paramount Theater, among other welcoming venues.

Oakland is in close proximity to some of California's most famous destinations - San Francisco is just minutes away and the world-renowned Napa Valley wine country is a short distance further. In addition, Oakland is just three hours from Lake Tahoe and the Sierra Mountains, less than three hours from Monterey, Carmel and Mendocino, and a short one-hour flight to Southern California. For longer trips, travelers can take advantage of the generous flight schedule offered by the numerous major carriers at Oakland's International Airport. Encompassing a wide range of housing and educational choices for its residents while providing all the elements of an attractive urban city make Oakland a great place to live and work.

THE DIVISION

The Engineering and Environmental Planning Division has multiple functions within a number of technical, scientific, and engineering disciplines. The approximately 115-person staff supports the general mission of planning, designing, constructing, delivering and maintaining Port physical infrastructure assets¹ that enable the Port's

1 Infrastructure assets include, but not limited to, pavements (terminal yards, runways, taxiways, parking areas, roadways, etc.), wharves, cranes, shipping channels and berths, structures (offices, terminals, hangars, maintenance shops, etc.), utility systems (water, power, gas, sewer, and telecommunication), security systems.

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revenue divisions to realize their business goals as presented in the Port Business Plan. The Engineering and Environmental Planning Division is responsible for:

- Management, operation, development, and maintenance of the Port's asset infrastructure.
- Environmental planning, compliance and stewardship; hazardous materials management and remediation.
- Management and administration of all utility business functions.
- Effective and accountable administration and management of Port-funded (including grant-funded) professional services and public works contracts in support of the Port's capital improvement and major maintenance programs.
- Administration and execution of the Port's maintenance dredging program and oversight of Federal contracts to deepen and maintain the Inner and Outer Harbor Channels and turning basins.
- Administration of land and bathymetric surveying and mapping.
- Building permits for the Port, its tenants and other landowners in Port area and code compliance support.
- Issuance of Port development permits.
- Custodial management of the Port's engineering records on all Port assets.

Six departments report to the Director of Engineering: 1) Project Design & Delivery – Aviation; 2) Project Design & Delivery – Maritime; 3) Engineering Services; 4) Utilities; 5) Environmental Programs and Planning, and 6) Harbor Facilities.

THE POSITION

The Director of Engineering directs, manages and oversees the design, construction and maintenance of Port facilities, environmental matters, utility infrastructure business, and harbor facilities.

The main responsibilities of the Director of Engineering are:

1. Provide leadership in the creation, recommendation and implementation of business strategies and development of policies and procedures for project delivery and contract administration in support of business strategies.
2. Develop and direct the process(es) for gathering and assessing engineering related information; assist Revenue Divisions in program/project planning activities; manage the development of drawings, specifications, bid documents and project manuals; ensures project designs meet the needs of the revenue divisions as well as professional engineering standards; manage the performance and recording of land surveys; ensure compliance with State laws regarding land surveying.
3. Direct the formulation and communication of the Port's engineering function and the policies and procedures to effect them; recommend to the Board of Port Commissioners proposed ordinances, resolutions, and legislation; direct and approve the preparation of the division's items for Board meetings.
4. Ensure that Port facilities are properly maintained; supervises the development and maintenance of preventive maintenance and emergency response systems.
5. Manage and control the Port's utility revenues and infrastructure.
6. Oversee the Port's environmental compliance, programs and advocacy.



7. Represent the Port to a variety of constituencies, including community-based organizations, elected and appointed officials, the media, and to professional associations; maintains effective communications with Port constituents; coordinate activities with outside governmental agencies and other divisions within the Port.
8. Recommend annual and long-term plans, programs, and budgets to the Executive Director and Board; exercise control over the planning, formulation and maintenance of expenditure control for the division budget and the Capital Improvement Budget.
9. Control the performance of the division by reviewing actual versus planned performance.
10. Manage, mentor and coach division employees to maximize effective and efficient operation.

This position is open due to the upcoming retirement of the incumbent.

THE IDEAL CANDIDATE

The ideal Director of Engineering will be a strong and seasoned leader who brings to the Port a deep background of engineering management in the fields of aviation and seaport, and has a proven track record of effecting positive change. He/She will have outstanding communication skills, can promote the Port effectively and thrive in the Port's complex operations and organizational structure. Experience with environmental programs and compliance as well as utility infrastructure and rate setting methodology is a plus.

Top priorities of the new Director of Engineering are:

- **Construction Risk Management** - Implement policies and procedures to reflect best practices and enhance efficiency and transparency. Improve financial controls and accountability of project delivery.
- **Project Management** - Deliver large capital projects in an efficient, transparent and accountable manner.
- **Staff Development** - Lead, mentor and direct the staff which range from civil, mechanical and electrical engineers to environmental scientists to harbor facilities trades. Continue to recruit outstanding professionals into the Department.
- **Asset Management and Long-Term Planning** - Maintain accountability of assets, their condition and future needs based on strategic objectives of business lines.

The selected candidate will be someone who demonstrates the ability to collaborate to get things done with multiple partners and stakeholders. This person will have outstanding management, leadership and people skills, be engaging with others and be able to work with the staff and consultants in all areas and divisions of the Port operations. The ideal candidate will be savvy, confident when speaking in public and someone who has a successful track record as a leader.

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Education, Certifications and Experience

This position requires education and experience reflecting possession of the knowledge and skills. A typical combination would include:

- Bachelor's degree in Engineering or related technical field plus at least twelve years of professional experience successfully managing capital and expense projects similar in size, complexity and nature to the Port's portfolio, including at least five years managing professional staff.
- Licensed Professional Engineer in the disciplines of Civil, Electrical, or Mechanical issued by the State of California.
- Experience with public works, environmental programs and compliance, and utility regulation and management strongly preferred.
- Candidates should have experience managing large departments and unionized staff.
- Must be available for on-call duty as required by emergency situations, or as required for uninterrupted Port operations.

COMPENSATION

The salary range for this position will commensurate with qualifications and experience of the successful candidate. The Port's benefit program ranks among the best in the region for public jurisdictions and is designed to reward performance and promote a balanced lifestyle, both at the workplace and away from the workplace, for our employees and their families. The Port is committed to the health and well-being of its employees and has been recognized as a FIT-Friendly Employer by the American Heart Association. The Port also offers an attractive benefits package including:

- California Public Employees Retirement System (CalPERS) pension formula of 2% at 62 for new members or 2.5% at 55 for new hires with other CalPERS membership and/or reciprocity.
- The Port offers retiree medical benefits for employees and dependents after the completion of 10 years of CalPERS service (including 5 years at the Port).
- The Port pays 100% of the premium cost for employees and dependent health insurance coverage not to exceed the Kaiser-HMO Family Plan; cash in lieu of medical benefit is also available.
- The Port pays 100% of the premium cost for dental and vision coverage.
- The Port pays 100% of the premium cost for Long Term Disability (LTD) coverage and reimburses employees for the State Disability Insurance.
- The Port pays 100% of the premium cost for life insurance at one-time annual salary with certain limits.
- The Port offers a pre-tax Deferred Compensation Plan allowing employees to save and invest money for retirement with tax benefits.

Time Away from Work

- From 2 to 5 weeks of vacation depending on years of employment at the Port.
- 1 paid Floating Holiday per year.
- 12 days of sick leave per year after three months of employment which includes 4 days of personal leave.
- 12 paid holidays as well as the second half of the shift on December 24 and December 31.

To learn more, visit <http://www.portofoakland.com/business/human-resources/>.

HOW TO APPLY

Please apply **on-line** by **April 26, 2019** at www.allianceRC.com.

For questions and inquiries, please contact:

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