



The City of Fremont invites your interest for the position of:

ASSOCIATE TRANSPORTATION ENGINEER

Recruitment Timeline

First Review of Applications:

March 8, 2024, at 12:00 p.m. (PT)

Interested applicants are encouraged to apply as soon as possible.

Interviews:

Date(s) to be determined when a viable number of candidates is reached.

Compensation & Benefits

Annual Salary Range:
\$127,654 - \$155,162

A summary of benefits can be viewed online: [Benefits Summary](#)

This position is represented by the Professional Engineers and Technicians Association (PETA).

[Apply Here!](#)



The Organization

Fremont is a well-managed and innovative city! Located in the heart of the Bay Area and Silicon Valley, Fremont prides itself on innovation, clean technology and advanced manufacturing, a low crime rate, great schools, a low unemployment rate, quality parks, nearby open space, and an incredibly diverse population of over 230,000 residents. With its strong and diversified business base, Fremont is an important economic force in the region. The City strives to be an innovator in municipal government, with dynamic leadership provided by the City Council and City Manager.

The Position

Working under the Principal Transportation Engineer and a Senior Transportation Engineer within the Transportation Engineering Division of the Public Works Department, the Associate Transportation Engineer performs professional level engineering work related to the planning, design, construction, and maintenance of transportation/traffic engineering projects; preparation and review of transportation studies, and management of City transportation improvement programs. The incumbent will ensure compliance with laws, rules, regulations and local ordinances.

The Associate Transportation Engineer plays a key role in the implementation of projects and programs to support Fremont's General Plan vision to be "a national model of how an auto-oriented suburb can evolve into a sustainable, strategically urban, modern city." Specific City goals and current projects include implementing the "Vision Zero" traffic safety improvement program, transforming Fremont's transportation corridors into "complete streets" that are safe and convenient for all travel modes, reducing the number of vehicle miles traveled, expanding available transit services, implementing a bold bicycle master plan, modernizing the City's traffic signal system, upgrading State Highway corridors, and supporting new innovations in transportation technology.

In 2019, the City completed a Mobility Action Plan and formed a Mobility Commission to assist with plan implementation. Interested applicants are encouraged to read the Mobility Action Plan, the Vision Zero Action Plan, as well as the Mobility Chapter of Fremont's General Plan available for viewing on the City's website www.Fremont.gov.

Ideal Candidate

The ideal candidate will take initiative and a creative approach to problem solving. Exceptional interpersonal skills are also important to establish trust within the Fremont community and the target population. Highly desirable qualifications include the following:

- Work experience in a governmental/municipal setting.
- A collaborative project manager with strong communication skills (both written/oral), with the ability and flexibility to effectively communicate and work with other City teams and departments to ensure cohesive and timely delivery of projects.
- The ability to manage multiple high priority projects and work tasks with demonstrated ability to be creative, versatile, and innovative.



Human Resources Department
3300 Capitol Avenue, Bldg. B
(510) 494-4660 | humanresources@fremont.gov
www.fremont.gov/humanresources

Examples of Responsibilities

- Serve as the project manager for transportation related capital projects, including but not limited to bikeways, pedestrian sidewalks, enhanced pedestrian crossings, intersection modification, complete street, traffic signals, and fiber optic communication. Prior experience with grant administration associated with project delivery is a plus.
- Administers consultant selection process and manages consultant's work and contract to ensure high work quality, timely delivery of work, and within established budget.
- Work collaboratively with other City departments to deliver high quality design, preparation of project plans/specifications/engineers cost estimate and ensure timely advertising and bidding of transportation related capital projects.
- Direct and review work of support staff, covering various areas of Transportation, including but not limited to preparation and review of traffic studies, VMT traffic impact analysis, bicycle/pedestrian facility design, traffic control device implementation, transportation planning, traffic signal timing/operation, and grant application preparation.
- Conduct construction inspection for transportation engineering projects as needed.
- Prepare staff reports, presentation slides, and other transportation engineering related support documents for City Council and other City Commission meetings.
- Oversees the planning, design, construction, and on-going maintenance of new traffic signal systems, as well as upgrade of existing traffic signals.
- Work with other transportation staff engineers to ensure proper and timely response to transportation related requests and complaints from the public.
- Work with other transportation staff engineers to support various City transportation programs, including Vision Zero Program, Safe Routes to School Program, and Service Request Program.
- [Please click here to view the class specification.](#)

Minimum Qualifications

The successful candidate will typically possess a combination of education and experience equivalent to:

- **Education:** Graduation from an accredited four-year college or university, with major course work in traffic, transportation or civil engineering or an engineering discipline related to the area of assignment, or equivalent.
- **Experience:** A total of 4 years of professional engineering experience, of which one year must be at a level equivalent to the City's class of Engineer II (Transportation).
- **Licenses/Certificates/Special Requirements:**
 - Possession of a valid California class C driver's license at time of appointment and a satisfactory driving record.
 - In addition to the above, possession of a valid Professional Engineer (PE) Certificate issued by the State of California; or a valid Traffic Engineer (TE) Certificate issued by the State of California; or a valid TE Certificate issued by another U.S. state or territory that utilizes the California exam AND a valid TE Certificate issued by the State of California obtained within one year of date of hire.

Application & Selection Process

How to Apply: Candidates may apply for this position by submitting a completed City application, resume and supplemental questionnaire through the online application system (Government Jobs) at: www.fremont.gov/cityjobs

The selection process may include individual and/or panel interviews, professional reference checks, fingerprint check for criminal history, and other related components. Only those candidates who have the best combination of qualifications in relation to the requirements and duties of the position will continue in the selection process. Meeting the minimum qualifications does not guarantee an invitation to participate in the process.

Reasonable Accommodation

Human Resources will make reasonable efforts in the examination process to accommodate persons with disabilities. Please advise Human Resources of any special needs a minimum of 5 days in advance of the selection process by calling (510) 494-4660 or emailing humanresources@fremont.gov.

The information contained herein is subject to change and does not constitute either an expressed or implied contract.

SUPPLEMENTAL QUESTIONNAIRE

The completion of this supplemental questionnaire is required for your application to be considered for the Associate Transportation Engineer position and is an integral part of the examination process. This supplemental questionnaire will be used to assess your qualifications as it relates to the Associate Transportation Engineer position. Your responses will be evaluated and compared to your application and will assist in determining which applicants will receive further consideration for the selection process.

When you apply online you will be required to respond to the following questions:

1. Please be specific in answering the Supplemental Questions as they will be used to evaluate which applications will be given further consideration in the process. Do not answer "see resume" or "see application" as these are not valid answers. Select "Yes" to reflect that you have read and understand this statement.

- Yes
- No

2. What is your highest level of education achieved?

- Bachelor's degree
- Master's degree
- None of the above

3. Please specify your degree major:

- Civil Engineering
- Transportation Engineering
- Related Field

4. If you selected "related field", please specify your degree major.

5. Do you possess at least four (4) years of professional engineering experience, of which one year must be at a level equivalent to the City's class of Engineer II (Transportation).

- Yes
- No

6. Please specify the type(s) of valid registration(s) you possess:

- Professional Engineer (PE) Certificate issued by the State of California
- Traffic Engineer (TE) Certificate issued by the State of California
- Traffic Engineer (TE) Certificate issued by another U.S. state or territory that utilizes the California exam AND a valid TE Certificate issued by the State of California obtained within one year of date of hire
- Dual registration: Traffic Engineer and Civil Engineer
- None of the above

7. Do you have professional work experience in a governmental/municipal setting as a Transportation Engineer?

- Yes
- No

8. Do you currently possess a valid California Class C Driver's License?

- Yes
- No

9. If you do not possess a valid California Class C Driver's License, will you be able to obtain a valid California Driver's License by the time of appointment? Note: This classification requires the ability to travel independently within and outside the City limits.

- Yes
- No

10. Please explain your perspective with respect to the Fremont Mobility Action Plan and the Mobility Chapter of the Fremont General Plan.

11. Please describe what your main sources of information and inspiration are for developing a modern multimodal mobility system.

12. Please describe your experience related to the implementation of modern traffic signal systems, smart mobility options, and smart city technology. How do you envision the three systems working together to achieve the City's overall Mobility Action Plan and Vision Zero goals?