

POSITION DUTY STATEMENT

DOT PM-0924 (REV 01/2025)

CLASSIFICATION TITLE Senior Transportation Engineer, CT	OFFICE/BRANCH/SECTION D3/NR Construction	
WORKING TITLE Area Construction Engineer / Senior Resident Engineer	POSITION NUMBER 928-502-3161-XXX	REVISION DATE

As a valued member of the Caltrans team, you make it possible to improve lives and communities through transportation.

GENERAL STATEMENT:

Under the direction of an Area Construction Manager, a Supervising Transportation Engineer. The incumbent acts as an Area Construction Engineer, supervising various classifications of engineers and support staff, which are administering construction projects throughout the Region, and may also be Resident Engineer on large or very complicated projects.

The Area Construction Engineer maintains liaison with Cities, Counties, Regional Agencies, Forest Service, Federal Highway Administration and others: conducts field reviews for contract compliance; understands the contract administration process; monitors the status of construction projects, and is responsible for efficiently constructing quality facilities within the designed cost, scope and schedule for delivery. Must be a professional licensed engineer and have a valid driver's license is required when operating a state owned or leased vehicle.

CORE COMPETENCIES:

As a Senior Transportation Engineer, CT, the incumbent is expected to become proficient in the following competencies as described below in order to successfully perform the essential functions of the job, while adhering to and promoting the Department's Mission, Vision, Values, Strategic Imperatives and Goals. Effective development of the identified Core Competencies fosters the advancement of the following Leadership Competencies: Change Commitment, Risk Appetite, Self-Development/Growth, Conflict Management, Relationship Building, Organizational Awareness, Communication, Strategic Perspective, and Results Driven.

- **Managing Change:** Demonstrating support for organizational changes needed to improve the department's effectiveness; supporting, initiating, sponsoring and implementing change. (Safety, Employee Excellence - Integrity, Stewardship)
- **Decision Making:** Makes critical and timely decisions. Takes charge. Supports appropriate risk. Makes challenging and appropriate decisions. (Safety - Collaboration, Innovation, Integrity)
- **Ethics and Integrity:** Demonstrated concern to be perceived as responsible, reliable, and trustworthy. Respects the confidentiality of information or concern shared by others. Honest and forthright. Conforms to accepted standards of conduct. (Employee Excellence - Integrity, Stewardship)
- **Conflict Management:** Recognizes differences in opinions and encourages open discussion. Uses appropriate interpersonal styles. Finds agreement on issues as appropriate. Deals effectively with others in conflict situation. (Equity - Collaboration, Stewardship)
- **Empower Others:** Convey confidence in employees' ability to be successful, sharing significant responsibility and authority; allowing employees freedom to decide how they will accomplish their goals and resolve issues. (Safety, Employee Excellence - People First, Stewardship)
- **Organizational Awareness:** Contributes to the organization by understanding and aligning actions with the organization's strategic plan, including the mission, vision, goals, core functions, and values. (Prosperity - Collaboration, Integrity, Stewardship)
- **Communication:** Expresses oneself clearly in all forms of communication. Gives feedback and is receptive to feedback received. Knows that listening is essential. Keeps others in the Division and other functional units informed as appropriate. (Employee Excellence - Collaboration, People First)
- **Analytical Skills:** Approaches problems using a logical, systematic, and sequential approach. Weighs priorities and recognizes underlying issues. (Safety, Prosperity - Innovation, Stewardship)
- **Managing Performance:** Responsible for employee performance, setting clear goals and expectations, tracking progress against departmental and unit goals, providing feedback, and addressing performance issues promptly. (Equity, Employee Excellence - People First, Pride)

TYPICAL DUTIES:

Percentage
Essential (E)/Marginal (M)¹ Job Description

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50%	E	As an Area Construction Engineer, the incumbent makes decisions and institutes action that constitutes the practice of civil engineering. Prepares reports and correspondence for management and makes presentations of information, concerning upcoming and ongoing projects. to the local agencies and general public being affected by projects in their area. As Resident Engineer and first line supervisor, supervises the activities of a team of inspectors, surveyors. consultants and office personnel in the inspection and administration of very large ongoing construction projects The incumbent makes decisions on difficult engineering and administrative problems to keep projects running on time and within budget. Keeps accurate and accountable project records to insure the State's interest is properly represented during any claims hearings or litigation, concerning the project. Review plans for completeness and accuracy. Prepare reports, estimates and correspondence for management and contractors during the construction of the project. The incumbent will present information concerning the project during public hearings.
30%	E	The incumbent will prepare and present claims presentations. representing the State's interest during contractors' claim hearings and litigation hearings. Perform special construction related research and reports, as requested by management, regarding construction projects, workload and resource needs. Under special circumstances, may act as Project Manager on a series of construction projects.
10%	E	Meet and confer with District Division Chiefs and senior level staff who are Construction's customers, to ensure the various District programs and project guidelines are met.
10%	M	Budget personnel and other resources as necessary, to administer contracts, attain project quality, provide staff training, and ensure the safety of all staff and the traveling public.

¹ESSENTIAL FUNCTIONS are the core duties of the position that cannot be reassigned.
MARGINAL FUNCTIONS are the minor tasks of the position that can be assigned to others.

SUPERVISION OR GUIDANCE EXERCISED OVER OTHERS

The incumbent directly supervises several registered and non-registered engineers and support staff. The incumbent will be responsible person in charge of a geographic area.

KNOWLEDGE, ABILITIES, AND ANALYTICAL REQUIREMENTS

Knowledge of various phases of civil and transportation engineering; working knowledge of surveying, plant inspection, paving, traffic planning, factors which influence the impact of transportation facilities on the environment and the community; principles and techniques of personnel management and supervision.
Ability to layout work of subordinate staff and direct them in their work, analyze situations accurately and adopt an effective course of action; speak and write effectively; establish cooperative working relationships; plan, organize and direct the work of the project staff dictate correspondence and prepare reports. Requires the ability to develop, implement and evaluate project activities, develop and choose from alternative courses of direction, analyze written and statistical reports and determine what direct or indirect effect these reports may have on his/her unit or contracts.

RESPONSIBILITY FOR DECISIONS AND CONSEQUENCES OF ERROR

The incumbent is responsible for timely decisions concerning contractors and Caltrans operations. Errors and incorrect decisions may result in contract disputes and claims, substantial expense for rebuilt work, liability exposure due to accidents, and may bring discredit upon the State.

PUBLIC AND INTERNAL CONTACTS

The incumbent will deal with Federal, City and County officials and their staff, the general public concerning possible problems caused by construction projects, and with other State agencies and co-workers. Will represent the department as the project expert in television and newspaper interviews.

PHYSICAL, MENTAL, AND EMOTIONAL REQUIREMENTS

The incumbent will drive to and work at, various locations throughout North Region Construction. When on construction project sites, the incumbent will stand for long periods of time; walk on slopes or uneven terrain. When at their base office setting, the incumbent may be required to sit for long periods of time using a keyboard and video display terminal. In the course of the employee's work, he or she must maintain a cooperative working relationship within the working environment, with peers, subordinates, and contractors and their employees The incumbent must have a thorough working knowledge of construction principles, techniques, personnel management and supervision.

WORK ENVIRONMENT

The incumbent will be subject to noise, odors, and dust; extreme weather conditions when on construction project sites; when working at the base office site, will be subject to a climate controlled environment; artificial lighting, etc. Must work with and about a variety of materials, construction and testing equipment.

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I have read, understand and can perform the duties listed above. (If you believe you may require reasonable accommodation, please discuss this with your hiring supervisor. If you are unsure whether you require reasonable accommodation, inform the hiring supervisor who will discuss your concerns with the Reasonable Accommodation Coordinator.)

I agree that by providing my electronic signature for this form, I agree to conduct business transactions by electronic means and that my electronic signature is the legal binding equivalent to my handwritten signature. I hereby agree that my electronic signature represents my execution or authentication of this form, and my intent to be bound by it.

EMPLOYEE (Print)

EMPLOYEE (Signature)	DATE
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I have discussed the duties with, and provided a copy of this duty statement to the employee named above.

SUPERVISOR (Print)

SUPERVISOR (Signature)	DATE
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