

POSITION DUTY STATEMENT

DOT PM-0924 (REV 01/2025)

CLASSIFICATION TITLE Transportation Surveyor	OFFICE/BRANCH/SECTION North Region Project Development- Office of Surveys	
WORKING TITLE Field Crew Surveyor	POSITION NUMBER 903-201-3029-XXX	REVISION DATE 06/17/2026

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 a Transportation Surveyor Party Chief, incumbents perform a wide variety of land surveying work commensurate with their level of training and experience in a field setting. The incumbent serves as a member of a field survey crew and performs surveying work for Caltrans, typically along the state highway system. Possession of a valid California Drivers License is required when operating a state owned or leased vehicle.

CORE COMPETENCIES:

As a Transportation Surveyor, 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.

- Flexibility and Managing Uncertainty** : Adjusts thinking and behavior in order to adapt to changes in the job and work environment. (Safety - Collaboration, Stewardship)
- Decision Making**: Makes critical and timely decisions. Takes charge. Supports appropriate risk. Makes challenging and appropriate decisions. (Employee Excellence - Integrity, Stewardship)
- Reliability**: Ability to demonstrate dependability in meeting commitments, and providing a consistent work product. Takes responsibility for individual actions in order to meet deadline demands. (Employee Excellence - Pride)
- Problem-solving and Decision-making** : Identifies problems and uses logical analysis to find information, understand causes, and evaluate and select or recommend best possible courses of action. (Prosperity - Innovation)
- Teamwork/Partnership**: Develops, maintains, and strengthens partnerships with others inside or outside of the organization through effective communication and collaboration. (Employee Excellence - Collaboration, People First)
- Customer Focus**: Considers, prioritizes, and takes action on the needs of both internal and external customers. (Prosperity - Integrity, People First)
- 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. (Equity - Collaboration, People First)
- Analytical Skills**: Approaches problems using a logical, systematic, and sequential approach. Weighs priorities and recognizes underlying issues. (Employee Excellence - Innovation, Stewardship)
- Thoroughness**: Ensures that work and information is complete and accurate. Ensures that assignment goals, objectives, and completion dates are met. Documents and reports on work progress. (Employee Excellence - Integrity, Pride)

TYPICAL DUTIES:

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

POSITION DUTY STATEMENT

DOT PM-0924 (REV 01/2025)

45%	E	Assist in the reconnaissance, planning and safe execution of assigned survey fieldwork. Organize, maintain and use work tools, equipment and materials, and follow good work practices for vehicle and personal safety. Operate and maintain precision survey instruments including the digital level, the total station instrument, data collector, GNSS receivers, and all associated cabling and batteries. Prepare the data collector for different operations and correctly enter the data coding in accordance with Caltrans policies and procedures. Precisely set observation targets and accurately report height measurements. Determine the most appropriate points to be observed to accurately represent terrain and features for design data surveys. Properly utilize prism poles and GNSS receivers during observations on all types of surveys, including topographical surveys, land net surveys, construction surveys, and utility surveys. Accurately communicate to the instrument man or data collector operator the description and character of each observed point and the height of the prism pole. Perform calculations incidental to construction staking, including slope staking, structural staking, finish grade, etc. Determine the most appropriate location for construction reference stakes to be set, the most appropriate equipment to be utilized, and the acceptable methods and procedures to use. Accurately, legibly and neatly mark all stake cards or stakes (lath), and document all staking performed. Operate a drone for surveying or emergency work, if licensed to do so by the FAA and are registered with the Caltrans UAS program. Clear brush and tree limbs, as permitted and needed.
25%	E	Set or recover and tie survey control, land net or Right of Way (R/W) monuments in accordance with Caltrans standards, policies and procedures. Provide complete, accurate, neat, and well-organized documentation using Caltrans and Regional note forms, Survey Monument control sketches, Survey Control and Land Net sketches, Corner Records, and Construction Staking diagrams.
15%	E	Operate State laptop, using State supplied programs, to review and edit survey observation data. Incumbent will transfer needed survey data to and from the data collector and to and from State supplied data transfer medias or storage devices. Review and edit survey control data and coding, compute field closures and adjustments to determine acceptability, and analyze control for error or blunders. Review and edit terrain and topographic data and coding to assure accuracy and completeness and, in all cases, recommend corrective actions when needed.
10%	E	Set out traffic signs and perform traffic control and lookout duties in accordance with Chapter 2 of the Caltrans Surveys Manual and the Caltrans Safety Manual.
5%	M	Assist in maintaining equipment and material inventory and determine equipment maintenance and replacement needs and any materials needed by survey crew.

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

Depending on level of experience and capabilities, may, at times, provide direction to other team members.

KNOWLEDGE, ABILITIES, AND ANALYTICAL REQUIREMENTS

Knowledge of Fundamental surveying, mathematics, and basic science as applied to surveying; methods of precise survey measuring; use and adjustment of precision surveying instruments; procedures, equipment, and materials used in surveying, including conventional and state of the art; mapping and drafting techniques; mathematics and procedures used in plane and geodetic surveying; computer applications and usage; the California Coordinate System; Code of Safe Surveying Practices; photogrammetric mapping procedures. A basic understanding of the principles and practices of boundary determination, land title research, and surveying; legal descriptions of real property; methods and terminology used in searching for land titles and factors involved in determining ownership of property; real property acquisition and mapping laws pertaining to public and private ownership of real property; monumentation of facilities; the Land Surveyors' Act; the Subdivision Map Act; factors which influence the impact of departmental projects on property and basic net; right of way engineering projects; planning, design, construction, and right of way procedures and policies as they relate to surveys.

Ability to perform complex field and office surveying work; make precise survey measurements; interpret legal descriptions of real property; make and interpret difficult survey calculations; apply and utilize the principles of the California Coordinate System; research, analyze, check, and adjust survey data; research and compile evidence and documentation for boundary determination; assist in planning, directing, and coordinating the work of a group of survey or right of way engineering personnel; do mapping and drafting; analyze situations accurately and take effective action; prepare clear and concise reports and correspondence; read and understand legal land descriptions, documents, and survey maps; operate precise surveying instruments (conventional and state of the art); establish and maintain friendly, business-like relations with those contacted in the course of the work; communicate effectively.

POSITION DUTY STATEMENT

DOT PM-0924 (REV 01/2025)

Ability to analyze situations accurately and adopt an effective course of action. Ability to make analytic judgments pertaining to all phases of land surveying. The incumbent must have a strong background in field surveys, computational skills, and boundary determination as a basis for these analytical judgments. Ability to assess the terrain at a survey location to determine the best way to perform the work efficiently, analyze the results of survey computations for accuracy and completeness, plan for his/her safety and that of the crew and the traveling public, review the collected field data for accuracy and completeness, and ensure that administrative documents are prepared completely and accurately.

RESPONSIBILITY FOR DECISIONS AND CONSEQUENCES OF ERROR

Responsible for the accuracy and completeness of the survey work that was subject to his/her decisions, direction or review. Errors and omissions in survey data could require costly returns to the jobsite for corrections and adversely affect project delivery. Errors in construction stakes could lead to costly changes.

PUBLIC AND INTERNAL CONTACTS

Contact with property owners at field locations.

Responds to, or redirects to the Party Chief or the Public Information Office, requests for information from other departments, other governmental agencies and the public as appropriate.

Contact with the traveling public during signing and traffic control operations on the highway.

PHYSICAL, MENTAL, AND EMOTIONAL REQUIREMENTS

Must be able to collect survey data over rough, uneven and steep terrain. Must be able to transport survey equipment hand tools and materials in an outdoor setting through various types of terrain as needed to complete the necessary task. Requires frequent bending, stooping, and kneeling. Ability to exercise power grasping, repetitive motion and manual dexterity when using hand tools and survey equipment. Must be able to take direction constructively, work cooperatively as a team member and act with courtesy to coworkers and the public. Must have the ability to multi-task, adapt to changes in priorities, and complete tasks or projects with short notice. Must be able to maintain a sustained mental alertness and concentration for prolonged periods of time in order to perform tasks safely, accurately and efficiently. Must be able to effectively communicate ideas, issues and possible solutions as they relate to a particular task or project. Incumbent must be able to clearly evaluate the work of other without personal bias. Analytical skills are required in determining project requirements, courses of action and quality of work. Overnight travel will be required, often for the duration of the work week. Possession of a valid driver's license is required when operating a state owned or leased vehicle. Workload will, at times, require overtime.

WORK ENVIRONMENT

The work assigned is usually along the traveled way of highways, often in remote areas, and in heavy construction zones. Work often must be performed in adverse weather conditions, including high heat, freezing cold, and wet conditions. This position requires the use of heavy-duty work clothes and safety boots. Manual labor can be expected to be intense. Position requires using cutting tools to clear brush, which can be dense and could include poison oak. Survey locations are often set in tick infested terrain. Incumbent can expect to drive survey stakes and markers with sledgehammers for extended periods. Extensive walking, often over steep and uneven terrain, while transporting stakes, supplies, and equipment is necessary. The incumbent can expect to work under very noisy conditions and is required to be tolerant of working within close range of high-speed traffic and heavy equipment.

POSITION DUTY STATEMENT

DOT PM-0924 (REV 01/2025)

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

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

SUPERVISOR (Print)	
SUPERVISOR (Signature)	DATE