



Paso Robles • California

Deputy Community Development
Director/City Engineer



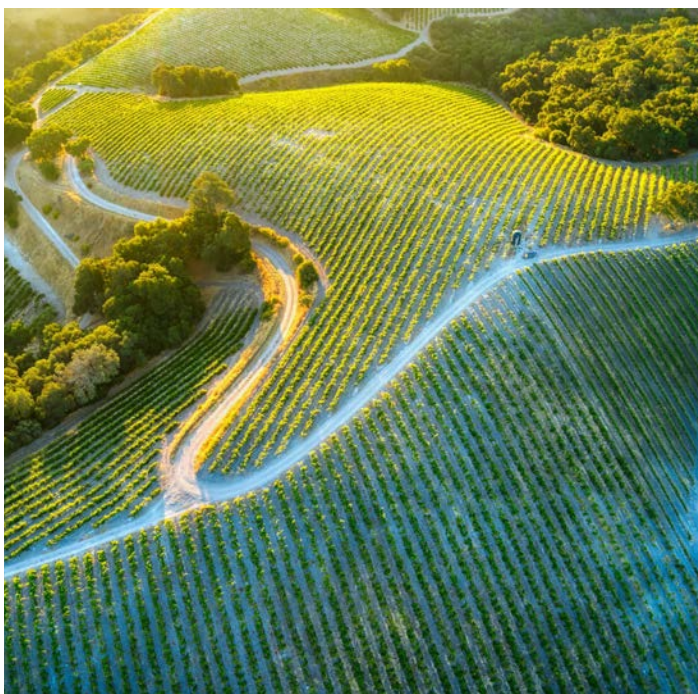
Recruitment Services Provided by
Ralph Andersen & Associates

THE OPPORTUNITY

The City of Paso Robles is conducting a statewide search for an innovative and collaborative Deputy Community Development Director/City Engineer to help shape the future of one of California's premier Central Coast communities. This leadership opportunity offers the chance to guide critical infrastructure, support thoughtful development, and make a lasting impact on a city poised for transformational growth. With the recent promotion of the incumbent, the City is looking for an energetic leader who enjoys solving complex challenges, mentoring staff, and turning ambitious development plans into reality.

Over the next decade, Paso Robles is expected to grow more than it has during the past century, with more than 5,000 new homes and significant retail and industrial development planned. This unprecedented level of growth presents a rare opportunity to deliver the infrastructure and engineering solutions that will shape the community for generations to come.

ABOUT PASO ROBLES



Nestled in the heart of California's scenic Central Coast, the City of Paso Robles – officially El Paso de Robles, meaning “The Pass of Oaks” – is a vibrant and welcoming community known for its exceptional quality of life, thriving economy, and rich agricultural heritage. Recognized as one of California's

premier wine destinations, Paso Robles is home to more than 200 wineries, award-winning restaurants, and a celebrated farm-to-table culinary scene. Its Mediterranean climate, rolling vineyards, and beautiful oak-studded hills provide an ideal setting for year-round outdoor recreation.

Paso Robles offers the perfect balance of small-town charm and modern amenities. A historic downtown features locally owned shops, art galleries, restaurants, and year-round community events, while nearby beaches, hiking trails, golf courses, and state parks are all within easy reach. Families appreciate excellent public and private schools, diverse housing options, and convenient access to higher education, including Cuesta College's North County Campus and Cal Poly in nearby San Luis Obispo.

With a strong business climate, growing economy, and unmatched Central Coast lifestyle, Paso Robles is an exceptional opportunity to build both a career and a community.

THE ORGANIZATION

The City of Paso Robles is a dynamic and growing municipal organization committed to serving its community with excellence, integrity, and innovation. Incorporated in 1889 as a general law city, Paso Robles operates under a Council-Manager form of government, blending community leadership with professional administration to meet the needs of residents, businesses, and visitors alike. The five-member City Council, including an at-large, elected Mayor and four district Councilmembers, sets policy direction, adopts ordinances and resolutions, makes land use decisions, and approves the City's budget. The Council appoints a City Manager, who acts as the organization's Chief Executive Officer, overseeing daily operations, advancing strategic initiatives, and ensuring efficient delivery of municipal services.

As a full-service City, the organization directly provides a wide range of essential public services that enhance community safety, quality of life, and sustainable growth. With a strong commitment to responsive

governance, transparency, and community engagement, the City of Paso Robles fosters a collaborative work environment where dedicated public servants work together to build a safe, vibrant, and resilient community. The organization supports strategic goals that balance long-term fiscal stewardship with innovative solutions that serve residents today and in the future.

The City has a total annual budget of \$148.5 million for fiscal year 2026/2027, and a total of 311.97 FTEs across the departments of: Administrative Services, City Manager's Office, Community Development, Community Services, Fire and Emergency Services, Police, Public Works, and Utilities. The Community Development Department, includes the Engineering, Planning, and Building Divisions and has 23.86 budgeted FTEs, 4.43 of which report to the Deputy Community Development Director/City Engineer.



EXCITING COMMUNITY DEVELOPMENT PROJECTS



Paso Robles is entering one of the most significant periods of development in its history. The Deputy Community Development Director/City Engineer will play a key leadership role in guiding a diverse portfolio of residential, commercial, lodging, and industrial projects from planning through construction.

Current major initiatives include:

- Olsen South Chandler Specific Plan – 1,293 planned housing units
- Beechwood Specific Plan – 911 planned housing units
- River Oaks 2 – 271 planned housing units
- Gateway Resort Development – 425 lodging units and 97 residential units
- Hunter Ranch Resort – 400 lodging units
- Sensorio Resort – 280 lodging units
- The Landing Industrial Development – Approximately 1.7 million square feet of industrial space

Together, these projects illustrate the scale and diversity of development opportunities that make this an exceptional time to join the City of Paso Robles.

THE POSITION

Reporting to the Community Development Director, this position provides strategic leadership for the Engineering Division and serves as the City's principal engineering advisor on development, transportation, traffic, and public infrastructure. The position oversees development engineering, construction inspection, mapping and right-of-way, traffic engineering, and performs the full range of duties as the City Engineer while fostering collaboration across departments, partner agencies, and the development community.



Key responsibilities include:

- Planning, coordinating, and overseeing the daily operations and activities of the Engineering Division, including traffic engineering, storm drainage engineering, water distribution engineering, and wastewater engineering;
- Managing the public improvement plans review and approval process to ensure timely, high-quality project delivery;
- Overseeing all engineering plan checks and conditions of approval for planning entitlement projects;
- Administering Subdivision Map Act processes, including tentative tract maps, final maps, lot line adjustment, certificates of compliance, and subdivision improvement agreements;
- Supervising and participating in the entitlement process;
- Determining the scope of engineering projects and reviewing plans prepared by private contractors;
- Serving as technical advisor on public works, traffic, engineering, land development, and capital improvement matters;
- Serving as a liaison in engineering activities between other municipalities, and county, state, and federal agencies;
- Establishes engineering standards and makes complex technical engineering decisions;

THE POSITION continued

- Partners closely with the Utilities Department to ensure development plans are consistent with all City utility requirements;
- Collaborates closely with the Public Works and Police Departments on traffic management and safety programs, including a City-wide traffic signal optimization project.
- Develops and implements immediate and long-range plans and establishes division goals and strategic priorities;
- Reviews and implements private sector infrastructure financing programs, including multiple community facilities districts.
- Provides leadership and works effectively with staff and other stakeholders to cultivate a productive, collaborative, customer-service oriented work environment reflecting the City's mission, plans, objectives, and values;
- Attends Planning Commission and City Council meetings.
- Supports the Community Development Department Director on departmental leadership, organizational development, and strategic initiatives.



IDEAL CANDIDATE

The ideal candidate is an experienced engineering leader who combines technical excellence with practical problem-solving, sound judgment, and exceptional interpersonal skills. They thrive in a fast-paced environment, inspire confidence, and understand how thoughtful engineering decisions support responsible community growth.

Success in this position requires significant hands-on experience guiding large residential communities, commercial developments, and business parks from entitlement through construction. The successful candidate possesses broad expertise across civil engineering disciplines and the ability to navigate complex technical issues, competing priorities, and high-profile projects with confidence and professionalism.

The successful candidate enjoys being in the field, working alongside staff, meeting with developers and contractors, and seeing projects through from concept to completion. They are a visible leader who mentors employees, empowers others to succeed, and maintains high technical standards while delivering practical, solutions-oriented results.

The City is committed to strengthening a culture of collaboration, responsiveness, and exceptional customer service, and the successful candidate will play a key leadership role in advancing that vision. They will lead with integrity, communicate openly, and build strong relationships with staff, developers, partner agencies, and the community. Both diplomatic and decisive, the successful candidate will foster accountability, encourage continuous improvement, and create an environment where employees feel valued, supported, and motivated to deliver outstanding public service.



QUALIFICATIONS

Any combination of training and experience that would provide the required knowledge, skills and abilities is qualifying, although licensure is a strict requirement. A typical way to obtain the required education and experience is:

Education: Equivalent to graduation from a four-year college or university with major course work in a related field.

Experience: Seven years of increasingly responsible experience in a related field, including a minimum of three years in a managerial role.

Licensure: Must possess a California Professional Civil Engineer license.

COMPENSATION

The annual salary range for the Deputy Community Development Director/City Engineer is up to \$198,848, with placement salary dependent on qualifications and experience. In addition, an excellent benefit package is provided as outlined below.

Key benefits include:

CalPERS Retirement: Classic Tier 2 membership will be enrolled at 2.0% at 60 benefit formula. New members hired after 1/1/2023 (PEPRA) will be enrolled at the 2% at 62 benefit formula.

Vacation: Accruals of 80-200 hours annually, depending upon years of service.

Sick: Accrual of 96 hours annually.

Administrative Leave: The City provides 80 hours annually.

Holidays: The City provides 14 paid holidays annually.

Deferred Compensation: The City contributes \$192.31 per pay period on the employee's behalf.

Health/Dental/Vision Insurance: The City provides generous contributions toward medical, dental, and vision plans.

Life Insurance: The City provides a term life insurance policy of \$200,000.

Retirement Health Reimbursement: The City provides up to \$500 per month reimbursement of health premiums for employees who retire from the City with at least 20 years of service until the age of 65.

Social Security: The City and its employees participate in Social Security.

Hiring Incentive: The city also offers a hiring incentive program which includes moving allowance, housing loan assistance, vacation accrual enhancement, and additional vacation leave. More details are available by contacting Ralph Andersen & Associates.

TO BE CONSIDERED

This is a confidential recruitment and will be handled accordingly throughout the various stages of the process. Interested candidates should Apply Immediately by submitting a resume and compelling cover letter by email to apply@ralphandersen.com. References will not be contacted until mutual interest has been established. Candidates are encouraged to apply early in the process for optimum consideration.

Candidates will be advised of the status of the recruitment following selection of the Deputy Community Development Director/City Engineer. Confidential inquiries welcomed to Mr. Fred Wilson at (916) 630-4900 or by email to fred@ralphandersen.com.

Detailed brochure available at <https://ralphandersen.com/jobs/deputy-cdd-city-engineer-paso-robles-ca/>.

The City of Paso Robles is an Equal Opportunity Employer



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