



JOB ANNOUNCEMENT: Transportation Engineer

To be filled at Associate through Principal level, depending on qualifications

FILING DEADLINE: OPEN UNTIL FILLED

Initial interviews will be considered for applications received by April 30th, 2026

THE AGENCY

Transportation Agency for Monterey County (TAMC) is a countywide transportation-planning agency responsible for developing long range transportation plans, distributing local, State, and federal transportation grants, and administering several transportation projects and programs. The Transportation Agency is a high-energy, innovative, service-oriented agency with a small staff and a 17-member Board of Directors. Our small size means everyone gets to work on a diverse list of projects and tasks. Employees are supported to participate in training programs to develop new skills relevant to their work and to be active in professional organizations based on their interests.

TAMC is seeking a proactive, collaborative engineer who is passionate about delivering transportation projects that improve mobility, safety, and quality of life in Monterey County. This position offers the opportunity to work on high-impact multimodal projects—ranging from roadway and safety improvements to rail, trail, transit, and complete streets initiatives—while contributing to an agency culture grounded in teamwork, innovation, and public service.



Our agency relies on teamwork and collaboration to deliver meaningful and trailblazing improvements to the communities we serve and has a culture of inclusion, diversity, equity, and accessibility that values a work-life balance and flexible work schedules. The Transportation Agency's mission is to develop and maintain a multimodal transportation system that enhances mobility, safety, access, environmental quality, and economic activities in Monterey County.



As a self-help county, TAMC is responsible for delivering regional transportation projects pursuant to a voter-approved ballot initiative. Our agency also works collaboratively with neighboring counties around the State through organizations such as the Central Coast Coalition, the Coast Rail Coordinating Council, the Rural Counties Task Force, and the Self-Help Counties Coalition.

Learn more about TAMC's work at <https://www.tamcmonterey.org>.

ABOUT MONTEREY COUNTY

Monterey County is a beautiful and diverse place to live and work, featuring nearly 100 miles of coastline, two mountain ranges, abundant parks – including the Pinnacles National Park and the Fort Ord National Monument – and some of the most productive agricultural fields in the nation, earning it the nickname the “Salad Bowl of the World”.

THE POSITION

The Transportation Agency for Monterey County (TAMC) is seeking a Transportation Engineer to support the delivery of multimodal and complete streets projects, advise local jurisdictions on design solutions that improve safety and mobility, and coordinate closely with Caltrans to deliver projects on the state highway system. Engineers at TAMC have a chance to tackle big projects and support local jurisdictions and Caltrans to positively impact the lives of hundreds of thousands of people for generations to come. The position will assist in advancing priority capital improvements including complete streets corridors, safety enhancements, interchange improvements, regional highway corridor improvements, and active-transportation projects from planning through environmental review, design, and construction in collaboration with partner agencies.

This is a full-time position with good health, retirement, and deferred compensation benefits. The Transportation Engineer opening will be filled at the appropriate level (associate, senior, or principal) in the job classification system, based on qualifications. TAMC is currently offering a hybrid telework/in office work arrangement; it is desirable for employees to either reside in the Monterey Bay area or be able to travel to meetings in the Monterey Bay area on an as-needed basis. Working directly with the community we serve is an important part of how TAMC delivers projects.



THE IDEAL CANDIDATE

The ideal candidate will have experience applying engineering principles to real-world transportation projects, familiarity with Caltrans project delivery process, and a strong interest in multimodal solutions that serve people of all ages and abilities.

- An initiative-taker who will follow through in a timely manner on detailed assignments.
- An enthusiastic, positive person who has a pleasant customer service attitude.
- Strong communicator who can present technical content to diverse audiences.
- Project manager with initiative and sound judgment.
- Bilingual in English and Spanish is a plus but not required for this position.
- A team player committed to equity, sustainability, and community engagement, who maintains positive interpersonal relationships with staff, project partners, and the public.

SIGNIFICANT DUTIES

- Manage or assist other staff in the implementation of programs and projects. Some of the exciting projects you might work on include:
 - Regional Vision Zero implementation;
 - State Route 68, State Route 156, and US 101 corridor improvements;
 - Construction Management General Contractor (CMGC) delivery for US 101 South of Salinas project;
 - Fort Ord Regional Trail and Greenway construction;
 - Safe Routes to School and Active Transportation;
 - Rail service projects and train station construction;
 - Grant-writing for a range of projects; and more!
- Make technical presentations that are accessible to colleagues, decision-making bodies, and the public.

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- Prepare Requests for Proposals, coordinate the selection of consultant contracts for various projects, and manage consultant contracts according to state and federal requirements.
- Provide technical support to Caltrans, cities, the County, and partner agencies on complete streets design elements, multimodal corridor concepts, and safety countermeasures.
- Review and comment on engineering plans, traffic studies, Project Study Reports (PSRs), Project Initiation Documents (PIDs), Project Approval and Environmental Documents (PA&ED) documents, and design submittals to ensure consistency with TAMC goals, Measure X commitments, and multimodal best practices.
- Participate in project delivery with Caltrans, including Project Development Team (PDT) meetings, milestone reviews, and coordination on TAMC priorities for state-highway projects.
- Support technical analysis for corridor studies, concept designs, grant applications, and environmental documents.
- Assist in preparing and managing consultant scopes of work for engineering, planning, environmental, and design services.
- Develop technical content for state and federal grant applications, including Active Transportation Program (ATP), Senate Bill (SB) 1 grant programs such as the Trade Corridor Enhancement Program (TCEP), federal funding programs, and others.

QUALIFICATIONS

Education and Experience: Job placement will be based on qualifications:

- Any degree of experience and education is qualifying. A typical candidate will have a bachelor's degree in transportation engineering, or a closely related field, with a relevant master's degree substituting for two years of professional experience.
 - *Associate Transportation Engineer*: Requires a bachelor's degree in a relevant field (or two years of technical experience at a transportation planning, local, or state agency in lieu of the degree), plus at least four years of professional experience in transportation engineering or project management. Experience with multimodal design or Caltrans project development is preferred.
 - *Senior Transportation Engineer*: at least two years of professional transportation engineering and / or project management experience at a level equivalent to

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Associate Transportation Engineer. Experience leading technical tasks on complex projects and coordinating with Caltrans is highly desirable.

- *Principal Transportation Engineer*: at least two years of professional transportation engineering and / or project management experience at a level equivalent to Senior Transportation Engineer.
- Possession of an Engineer-in-Training (EIT) certificate is desirable for Associate; Professional Engineer license in Civil/Traffic Engineering is desirable for Senior/Principal.



Knowledge of transportation engineering theory, principles, and methods (data collection, statistical analysis, report writing); current trends in transportation engineering (multimodal and complete streets design practices; traffic operations and safety concepts; Caltrans Project Development Manual, Caltrans Highway Design Manual, Federal Highway Administration Manual on

Uniform Traffic Control Devices, and other relevant design manuals); state and federal project-development processes.; federal and state laws and regulations involving transportation programs; and proficiency in technical software (AutoCAD/Civil3D, GIS, project management tools).

Ability to plan, implement, and manage transportation programs and projects; communicate effectively verbally and in writing, including preparing reports, studies, and plans utilizing technical and statistical information; use computer systems and software applications for data analysis, report writing, and verbal presentations.

Salary Range Examples (depending on qualifications):

- Associate Transportation Planning Engineer: \$115,935 - \$155,351
- Senior Transportation Planning Engineer: \$133,306 - \$178,654
- Principal Transportation Planning Engineer: \$153,300 - \$205,452



REQUIRED APPLICATION MATERIALS

To apply for the above position, please submit a complete application package that includes each of these four items:

- Cover letter
- Resumé
- Transportation Agency for Monterey County (TAMC) Application form
- Complete response to the Supplemental Questions

Application packages must include all four documents in a single e-mail submittal. The application form and supplemental questions may be obtained from our website: www.tamcmonterey.org. To be eligible for consideration, complete application packages must be received at:

Transportation Agency for Monterey County (TAMC)
Jefferson Kise, Director of Finance & Administration
jeff@tamcmonterey.org

SELECTION PROCEDURES

All application materials will be competitively evaluated. Those applicants who are determined to be the most appropriately qualified will be invited to participate further in the process. An interview may further assess the applicant's level of required skills and knowledge. **If you have questions, call (831) 775-0903.**

[The Transportation Agency for Monterey County is an Equal Opportunity Employer.](#)

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Team TAMC rides the bus