

DESCRIPTION: Under administrative direction, performs professional level engineering work and supervisory and/or administrative-managerial work involving engineering programs or functions for office and/or field based projects, with varying engineering components and requirements. Projects may involve work related to transportation, facility, structural, water resources, utility-electrical-mechanical, industrial, or other professional level engineering work. Provides licensed professional engineering advice and guidance to assigned employees and to the employing agency and/or to other public agencies, to ensure projects are developed and/or built according to relevant laws, professional engineering standards, program regulations, employing agency policies, and specific project plans, specifications, estimates, and materials. Typically supervises multiple teams or work units of lower level professional Engineers, and/or technical/paraprofessional engineering employees; performs related work as assigned.

DISTINGUISHING CHARACTERISTICS: (A position is assigned to this class based on the scope and level of work performed as outlined below.)

This is the fifth full performance classification level of the Engineer class series. Positions in this series perform work based on the application of professional engineering knowledge, skills, and abilities as indicated by the required possession of a four-year academic degree in a particular engineering discipline. The engineering work assigned can involve complex planning, designing, coordinating and/or other functional activities involving roadway, aeronautical, structural (such as bridges, dams, or buildings), facility (such as electrical or mechanical), hydrology, water resources, industrial, or other engineering fields. Positions at this level may be supervised by another professional engineer or by an administrative official, within the employing agency. Any Engineer classification level is distinguished from technical or paraprofessional engineering related job classes in which incumbents perform technical engineering or specialized support assignments that do not require the academic preparation of the Engineer class series.

The Engineer V level is distinguished from lower level Engineer classes by the performance of program administrative/managerial work as well as professional level engineering work. Positions at this level typically supervise one or more work units with assigned employees engaged in engineering functions and/or projects, either on a statewide or regional basis. Positions may exercise staff direction as principal engineers coordinating and/or performing highly specialized or diverse professional level engineering functions or programs specific to the employing agency. Employees supervised by positions at this level typically include lower level Engineers and/or several varied technical and/or paraprofessional engineering workers. Assigned work typically requires significant administrative and program management responsibilities and knowledge at full performance.

The Engineer V level is distinguished from the upper levels of the Engineer series where those positions are expected to administer and manage significant engineering programs and associated functions which are statewide or equivalent in scope, and to direct multiple work units/sections and supervise assigned supervisors, professional level engineers, and other technical and/or paraprofessional level employees, and to manage and oversee program goals and budgets that impact state or region-wide program operations.

EXAMPLES OF WORK: (A position may not be assigned all the duties listed, nor do the listed examples include all the duties that may be assigned.)

Division Assignments: Serves as a principal manager of a section or a specialized engineering program; plans, organizes, directs, and evaluates the work of the section/program; supervises and evaluates the work of engineers, first-line supervisors, technicians and other support employees; coordinates section operations with other sections within the assigned agency and other divisions; participates with the division head or equivalent in planning and implementing activities of the division; coordinates the day-to-day programs carried out by employees; manages funds, staffing, equipment, material and related resources of the section/program; manages section operations through assigned supervisors; hires, promotes, and sets work schedules of assigned employees; trains employees and monitors and evaluates their work; addresses complaints, provides direction and guidance, and disciplines employees when necessary; updates the division head or equivalent regarding program activities, project status and changes; advises the division head or equivalent regarding equipment and staffing needs; sets schedules for various phases of construction projects; participates in the study and projection of present and future engineering program needs and formulates and recommends alternative policies and means of meeting those needs using appropriate and available resources; develops alternative plans, policies, programs, and recommendations based on costs, benefits, and overall feasibility; evaluates program progress to ensure plan/program objectives are realized; assesses overall performance, achievements, and effectiveness of the section managed, and makes or recommends operational/program changes; drafts letters of response for the division head, deputy agency director, agency director, and occasionally the Governor; and represents the division/regional head or equivalent and/or agency at meetings of agency, local government, and state and federal agencies, consultants, colleges and universities, and the public.

District Assignments: Serves as the principal engineer-in-charge of design, construction, and preservation activities within a district or equivalent region; assigns and monitors work of professional engineers and construction project employees; represents and acts on behalf of an absent District Engineer; maintains awareness and understanding of environmental concerns and conditions for all projects and ensures adherence to all regulations, permits, and laws; provides guidance and direction to assigned employees, and provides liaison services with various environmental agencies to ensure adherence to environmental conditions and constraints to avoid delays of projects and monetary penalties; provides oversight for various federally funded local jurisdiction projects and performs quality assurance reviews of their construction, estimates, payments, and final records; updates the District Engineer regarding construction program activities, projects status and changes; advises the District Engineer regarding equipment and staffing needs; sets schedules for various phases of construction projects; manages regional engineering and construction operations through assigned supervisors; hires, promotes, and sets work schedules of assigned employees; trains employees and monitors and evaluates their work; addresses complaints, provides direction and guidance, and disciplines employees when necessary; provides input for regional one- and five-year highway program plans; participates in the development, administration, and monitoring of the budget and expenditures for engineering operations; reviews plans in the design phase, and plans and contracts prior to letting for accuracy and constructability, and works with other agency managers on changes and enhancements; represents the District Engineer and/or agency at meetings such as plan-in-hand meetings, project review meetings, public meetings and hearings, to explain projects, answer questions and address concerns; advises contractors on acceptable methods and materials used on construction projects; monitors progress of projects and compliance with plans, specifications, and special provisions; approves progress estimate payments to contractors; and evaluates and recommends acceptance or non-acceptance of completed projects to the District Engineer.

KNOWLEDGE, SKILLS, AND ABILITIES REQUIRED: (These are needed to perform the work assigned.)

Knowledge of: the engineering principles, practices, and techniques associated with the assigned work; general management principles, techniques, and methods such as personnel and organizational management, budgeting, and employee supervision; state and federal laws and regulations associated with the assigned work; current literature, trends, developments, and practices associated with the assigned work; employing agency budgetary and fiscal policies, procedures, and practices.

Ability to: communicate ideas, concepts, regulations, practices and procedures to present, persuade, negotiate, or defend decisions and actions; make clear and convincing group presentations; listen to others and facilitate exchange of information; develop and revise policies and standards to carry out work objectives properly, safely, and cost effectively; establish program objectives and performance goals to utilize available resources, meet division and agency goals, and comply with state and federal requirements; lead others and foster cooperation as a team; anticipate and act before being required by events; improve personal and assigned employees' performance; counsel and offer employees career enrichment and satisfaction; coordinate and integrate the activities of diverse work units and employees/contractors; interact with members of the public, elected and appointed officials, public interest group representatives, contractors, consultants, and agency employees at all levels within the organization; keep emotions under control and restrain from negative behaviors when provoked or working under stressful conditions; project a professional image and provide leadership; perform responsibilities with high ethical and professional standards, integrity, honesty, trustworthiness; encourage and facilitate cooperation, pride, trust, group identity, and foster commitment and team spirit among workers.

MINIMUM QUALIFICATIONS: (Applicants will be screened for possession of these qualifications. Applicants who need accommodation in the selection process should request this in advance.)

Progressively responsible licensed professional experience in an engineering field applicable to the employing agency, and experience in supervising professional engineers and/or technical engineering worker, with diverse areas of responsibilities.

AND

Must possess a Professional Engineer (P.E.) license at the time of application, and be licensed by the Nebraska Board of Engineers and Architects at the time of employment or be able to obtain such license within 90 days of employment. [See also Legal Requirements.]

LEGAL REQUIREMENTS: (These qualifications are mandated by federal/state laws, statutes, and/or regulations.)

All positions in this classification are subject to Title 110, Nebraska Administrative Code, Chapter 2 – Engineering. The basic requirement is registration as a Professional Engineer (P.E.) by the Nebraska Board of Engineers and Architects; or be able to obtain such registration within 90 days of employment. [Neb. Rev. Stat 81-3451.]

SPECIAL NOTES:

Bachelor's degrees outside of the United States must be ABET accredited at the time of application. Will also consider applicants with a Master's Degree in Engineering from an ABET accredited institution in the United States.

Specific positions may require an academic degree and/or professional license in a specific field of engineering. Recognized engineering fields include but are not limited to agricultural, chemical, civil, electrical, hydrology, industrial, mechanical, and structural.

State agencies are responsible to evaluate each of their positions to determine their individual overtime eligibility status as required by the Fair Labor Standards Act (FLSA).