



# CITY OF SANTA FE

The City of Santa Fe is looking for

# ENGINEER SUPERVISOR

The City is seeking an experienced Engineer Supervisor with a strong background in civil engineering and Geographic Information Systems (GIS). This position plays a key role in overseeing infrastructure projects, managing technical staff, and leading the integration of GIS technology into planning, design, and asset management efforts.

# THE CITY OF SANTA FE

## THE COMMUNITY

Nestled in the foothills of the Sangre de Cristo Mountains, Santa Fe is a city like no other—rich in history, culture, and creativity. As the nation’s oldest capital city, Santa Fe blends a deep multicultural heritage with a vibrant contemporary arts scene. Home to more than 250 galleries, world-renowned festivals like the Santa Fe Indian Market, the International Folk Art Market, and the prestigious Santa Fe Opera, the city has earned its distinction as a UNESCO Creative City. From adobe architecture to award-winning cuisine, every corner of Santa Fe reflects its diverse influences, spanning Indigenous, Spanish, and Anglo traditions.








Beyond the arts, Santa Fe offers an unparalleled quality of life for outdoor enthusiasts. At 7,000 feet in elevation and with 320 days of sunshine a year, residents enjoy year-round recreation—from skiing at Ski Santa Fe to hiking, biking, and fly-fishing in the 1.6-million-acre Santa Fe National Forest. Whether you’re drawn to the city’s cultural vibrancy, breathtaking landscapes, or welcoming community, Santa Fe truly lives up to its name as The City Different.

Santa Fe is a “big small town”—culturally diverse, bikeable, and known for its dark night skies and low traffic. The clean air, beautiful light, and neighborly feel make it both captivating and comfortable.

*Santa Fe*  
#THECITYDIFFERENT



## Santa Fe by the Numbers

-  **90,608** – Population
-  **46** – Median Age
-  **\$70,110** – Median Household Income
-  **45.3%** – College Educated
-  **\$446,470** – Average Home Value
-  **80°F** – Average Summer High
-  **22°F** – Average Winter Low

## Fun Fact:

Santa Fe is the oldest state capital in the U.S., founded in 1610, and was recently named the #1 U.S. city to visit by Travel + Leisure in 2025.

## WORKING FOR THE CITY OF SANTA FE

Santa Fe’s vibrancy isn’t just found in its art, culture, and breathtaking landscapes—it’s also reflected in the people who help shape and sustain it. The City of Santa Fe’s government is home to a dedicated team of 1,400 public servants who work every day to keep this unique and thriving community running. From preserving its historic character to delivering essential services, and fostering innovation, City employees play a vital role in shaping Santa Fe’s future while honoring its rich past.

Working for the City of Santa Fe means being part of something bigger—an organization that values community, creativity, and collaboration. Whether you’re improving public spaces, enhancing city services, or supporting cultural initiatives, your work has a meaningful impact on residents and visitors alike.



# PUBLIC WORKS DEPARTMENT



AIRPORT

COMPLETE  
STREETS

FACILITIES

PARKING

PARKS &  
OPEN SPACES

TRANSIT

MPO

## THE DEPARTMENT

The City of Santa Fe's Public Works Department plays a vital role in shaping the city's infrastructure and quality of life. With a mission rooted in service, innovation, and sustainability, the department is responsible for planning, designing, building, and maintaining Santa Fe's essential community facilities, parks, streets, transit, and drainage systems.

Public Works team members collaborate to incorporate green infrastructure into parks, road designs, and facilities. The department prioritizes mobility for all, ensuring a safe, efficient, and inviting multi-modal transportation system that supports all uses and abilities. The team preserves and improves historic buildings and landmarks, and the Santa Fe River.

The department fosters a high-performance, technically savvy, and highly collaborative culture—where staff are deeply engaged in their areas of expertise, integrated across teams, and empowered to deliver impactful infrastructure solutions with strong community feedback.



# ABOUT COMPLETE STREETS

## THE DIVISION

The Complete Streets Division brings together maintenance and operations teams with capital project management and engineering teams, ensuring each has the expertise needed to deliver high-quality results. Led by a seasoned Professional Engineer, the Complete Streets Director offers strong professional development opportunities and supportive leadership.

**The Capital Projects Section manages the following types of projects from project development to ribbon cutting:**

- » New Roadways and Cross Section and Intersection Improvements
- » New Trails and Trail Connections
- » Roadway Drainage Improvements
- » Bridge Replacement

**The Engineering Section performs:**

- » [Traffic Calming Program](#)
- » [Transportation Impact Analysis Guidelines and TIA reviews](#)
- » Engineering review of private development and City Capital Project Designs
- » Projects to address safety issues and citizen concerns
- » Culvert Repairs Drainage Channel Improvement Projects
- » Innovative roadway cross section and drainage design and materials
- » Corridor Studies
- » Right-of-Way Access and Obstruction Permit team oversight



**The Traffic Operations Section operates the Traffic Control Systems for the City's public streets including:**

- » Traffic Signals System Maintenance, Upgrades and Synchronization
- » School Zone Flashers
- » Street Lights
- » Traffic Signs
- » Pavement Markings



# THE POSITION

## THE ROLE

The Engineer Supervisor plays a pivotal leadership role in the City of Santa Fe's infrastructure planning, development, and operations. This position supervises a team of professional and technical staff, overseeing projects that enhance public safety, mobility, sustainability, and community well-being. From reviewing traffic impact studies and issuing driveway permits to optimizing roadway drainage systems and maintaining traffic control systems, and expanding the City's Geographic Information Systems (GIS) capabilities, the Engineer Supervisor ensures that Santa Fe's built transportation environment functions efficiently and equitably.

Regardless of specialization, the Engineer Supervisor serves as a key liaison between the City, community members, and regulatory agencies—balancing technical excellence with a public-service mindset. A wide variety of projects, strong cross-departmental collaboration, and a shared commitment to innovative solutions make engineering work in Santa Fe dynamic and rewarding.

## THE IDEAL CANDIDATE

The ideal Engineer Supervisor is a technically proficient and highly organized leader who brings expertise in civil, drainage, traffic, and GIS-based engineering, and thrives in a collaborative, empowered municipal environment. This person is skilled at mentoring staff, managing diverse projects, and ensuring compliance across regulatory frameworks. They're also comfortable in public-facing roles—communicating project impacts, building trust with community members, and helping shape the City's infrastructure future.

The successful candidate is an effective communicator, a strategic thinker, and a calm problem-solver who thrives in a highly collaborative, technically skilled environment—capable of navigating complex challenges while keeping safety, sustainability, and service delivery at the forefront.

[Read the full Job Description.](#)

## KEY RESPONSIBILITIES INCLUDE:

- » Managing, mentoring, and evaluating section staff.
- » Preparing budgets and monitoring expenditures for assigned programs and staff.
- » Developing goals and project plans aligned with City priorities and applicable regulations.
- » Ensuring compliance with federal, state, and local engineering standards.
- » Overseeing construction documents, contracts, procurement processes, and project implementation.
- » Leading performance improvements and ensuring safety training for all staff.
- » Directing and supporting the use of GIS technology to improve data collection, mapping, and analysis for infrastructure management and planning.
- » Communicating effectively with the public, elected officials, and external agencies.







## TRAFFIC/PUBLIC WORKS FOCUS INCLUDES:

- » Managing the City's traffic signal system, ITS technologies, pavement marking, and signage.
- » Coordinating signal synchronization plans, traffic studies, and calming projects.
- » Reviewing development proposals for traffic impacts and issuing access permits.
- » Preparing traffic ordinances, engineering studies, and public safety evaluations.
- » Integrating GIS tools to support traffic analysis, asset tracking, and maintenance planning.



# QUALIFICATIONS & REQUIREMENTS

## QUALIFICATIONS

- »  Three years of progressively responsible engineering experience, two years of which must have been in a supervisory role with subdivision design and/or development, water  civil engineering design, or construction management with experience in hydrology, 
- » One year of the appropriate type and level of experience may be substituted for each   
- » Experience with GIS applications such as ArcGIS for infrastructure mapping, analysis, and data management is highly desirable.



## LICENSES, CERTIFICATES, AND SPECIAL REQUIREMENTS

- » Must possess and maintain a New Mexico Professional Engineer's license or be eligible to obtain licensure through reciprocity.
- » Must possess a valid driver's license.
- » Must obtain and maintain a City of Santa Fe driving permit within three months of hire.



# COMPENSATION & BENEFITS

Annual base salary range \$101,222.86 - \$146,773.14 based on qualifications and experience.

The City of Santa Fe offers a comprehensive and competitive benefits package designed to support employee well-being, work-life balance, and long-term financial security.

## Paid Time Off & Work-Life Balance

- » 11 paid holidays per year, plus one additional half-day holiday
- » One personal holiday and one day of wellness leave annually
- » Up to two hours per week of Physical and Mental Fitness Leave
- » Generous annual and sick leave accruals based on years of service
- » Flexible work arrangements including remote work days

## Life & Disability Insurance

- » Employer-paid life insurance
- » Accidental Death & Dismemberment (AD&D) coverage at no cost
- » Short-term and long-term disability insurance for added income protection

## Health & Wellness

- » Medical, dental, and vision insurance options with City contributions toward employee and dependent premiums
- » Choice of In-Network, Out-of-Network Premium, Core, or HRA plans
- » Employee Assistance Program (EAP) for confidential mental health, legal, and financial support
- » Wellness Program with incentives to encourage healthy living
- » Flexible Spending Accounts (FSA) for medical and dependent care expenses

## Retirement & Financial Planning

- » Public Employees Retirement Association (PERA) pension plan
- » Deferred compensation plans to enhance retirement savings

[See the full benefits guide.](#)

## HOW TO APPLY

To be considered for this position, please immediately submit your resume and cover letter to Christine Martin at [Talent@TripepiSmith.com](mailto:Talent@TripepiSmith.com)

Candidates will be screened for qualifications on a rolling basis, while this position remains open until filled. If you require additional information or have questions, please contact Christine Martin at 949-993-6531.

