

BONUS

Up to \$10,000 signing bonus!



The City of Santa Paula invites you to apply for the position of

Associate Engineer

The City of Santa Paula is looking for an emerging engineering professional ready to make a real impact on community infrastructure. Under the direction of the Public Works Director, this position supports the City's capital improvement projects, performs plan and permit reviews and provides field oversight to ensure compliance with engineering standards. The role offers an opportunity to apply technical training, grow under licensed supervision and build hands-on experience across streets, water, wastewater and recycled water systems.

Learn more within.





About the City of Santa Paula

Nestled in the heart of Ventura County, Santa Paula is a hidden jewel known for its rich agricultural heritage, small-town charm and stunning surroundings. With orange and avocado groves stretching across the Valley and the Pacific Coast just 14 miles away, Santa Paula offers a beautiful balance of rural character and proximity to the coast.

Why work for us?

This is an exciting moment to join Santa Paula's team. The City is growing rapidly, with every street scheduled for improvement over the next five years and a Pavement Management Program that is transforming the community. You will have the opportunity to align underground utility work with road improvements, keep projects on schedule and ensure residents see the benefit of well-planned infrastructure upgrades.

The community is growing quickly, with a renewed focus on infrastructure investment and exciting improvements underway. Santa Paula is home to a collaborative, high-performing leadership team dedicated to public service and making a difference for residents.

Santa Paula is more than a place to work—it's a place to put down roots, make an impact and help shape the future of a flourishing city.

Live

Santa Paula offers the warmth of a close-knit community with the convenience of being within easy reach of Ventura and Oxnard, and less than an hour from the stunning Santa Barbara coast. Housing options range from historic homes to newer neighborhoods, giving residents plenty of choice. Residents enjoy a range of parks, community events and local schools with a strong sense of pride and involvement. Outdoor spaces include the Sports Park and trails at Harvest at Limoneria, as well as the Santa Paula Creek Sports Park, which hosts summer concerts and other gatherings.

Play

Santa Paula is an outdoor enthusiast's dream, offering hiking, swimming and adventure close by. Popular hikes include the scenic Santa Paula Canyon to First Falls trail, while the Santa Paula Punch Bowls reward you with natural swimming holes to cool off in.

For a change of scenery, the coast is just a short drive away – perfect for a day at the beach or a relaxed paddleboard outing – but most weekends, you'll find plenty to explore right here at home.

Santa Paula By the Numbers

 **31,786**
Population

 **18.7%**
College Educated
(some college or more)

 **14**
Miles from the Beach

 **35**
Median Age of Resident

 **\$559,300**
Median Home Value

 **50,000**
Citrus Trees

 **\$77,130**
Median Household Income

 **69°**
Average Summer Temperature

 **55°**
Average Winter Temperature

Fun fact:
The City of Santa Paula is known as the "Citrus Capital of the World".



The Public Works Department

Santa Paula's Public Works Department is responsible for the essential systems that keep the City functioning every day. From clean drinking water to safe streets and stormwater management, the department's work touches every resident and business in the community.

With a team of roughly 25 employees, Public Works oversees street maintenance, fleet services, water operations and stormwater compliance, while coordinating wastewater efforts with the Ventura County Wastewater District. Engineering services are primarily contracted out, but the Assistant Public Works Director/City Engineer will provide in-house expertise, supervising the Streets Division and Permit Technician, managing the Capital Improvement Program (CIP) and reviewing and approving public works plans and standards.

[Click here to learn more about the City's active CIP projects.](#)

The Public Works Department plays a critical role in keeping Santa Paula running:



Capital Improvement Program (CIP) Support

Assisting in the planning, design and delivery of public works projects that improve the City's roadways, waste, wastewater and recycled water systems.



Streets and Traffic Engineering

Conducting traffic studies, reviewing striping and signal plans and providing field support to ensure safe and efficient circulation throughout the community.



Water and Wastewater Systems

Evaluating and supporting maintenance, repair and upgrade projects for the City's potable water, wastewater and recycled water systems.



Engineering Review and Compliance

Preparing and reviewing engineering plans, maps, permits and reports to ensure accuracy and adherence to applicable codes, standards and best practices.



Construction Oversight

Performing field inspections, monitoring contractor work, reviewing change orders and verifying that public works projects meet approved plans, budgets and schedules.



Collaboration and Professional Growth

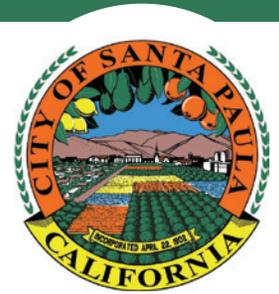
Working closely with the Public Works Director, City Engineer, consultants and other City staff to deliver reliable public infrastructure while gaining valuable municipal engineering experience in a supportive team environment.



The Position

Associate Engineer

The City of Santa Paula's Associate Engineer will play a vital role in planning, designing, reviewing and delivering the City's public works and capital improvement projects. Reporting to the Public Works Director and Assistant Public Works Director/City Engineer, the Associate Engineer will support the Capital Improvement Program (CIP), perform field inspections, review engineering plans and permits and ensure that projects are completed to the highest standards. The Associate Engineer also helps maintain project schedules, coordinates across departments and agencies and contributes to the reliable operation of the City's core infrastructure systems.



Key Functions

- Assist with the design, review and delivery of public works and Capital Improvement Program (CIP) projects.
- Prepare, update and evaluate engineering plans, maps, specifications and cost estimates.
- Conduct field inspections to verify compliance with approved plans, codes and construction standards.
- Support contract administration and coordinate with contractors, consultants and utility agencies.
- Review encroachment, grading and development permits to ensure conformance with City requirements.
- Collaborate with the Water Division and Ventura Regional Sanitation District to coordinate infrastructure improvements.
- Monitor project schedules, budgets and resources to help keep projects on track and within scope.
- Preparation of engineering reports, studies and other technical documentation.
- Participate in traffic studies and infrastructure assessments.
- Apply engineering standards, codes and best practices to all projects.

[Click here to read the full job description.](#)

Our Ideal Candidate

The ideal Associate Engineer is a motivated, fast-learning professional who combines strong technical expertise with a practical, problem-solving mindset. This individual is eager to take on meaningful public works projects, learn from experienced mentors and contribute to the planning, design and delivery of essential infrastructure that serves the Santa Paula community. With a solid foundation in civil and traffic engineering, water, wastewater, recycled water and stormwater systems, you bring precision and accountability to every assignment.

Key Traits for Success:

- ▶ Inspired by seeing tangible results from supporting the design and delivery of capital projects that improve roads, utilities and community infrastructure.
- ▶ Organized and dependable when managing multiple priorities with focus, accountability and follow-through.
- ▶ Clear, proactive communicator who collaborates well with contractors, consultants, City staff and the public.
- ▶ Curious and eager to learn from mentors, expand engineering knowledge and gain professional experience.
- ▶ Team-oriented and willing to assist across disciplines, from water and wastewater to streets and stormwater.
- ▶ Professional, approachable and committed to maintaining high standards of service.





Qualifications

Education & Experience

- A Bachelor's degree from an accredited college or university with major course work in civil engineering or a closely related field is required. A Master's degree is not required, but highly desirable.
- At least two years of professional civil or municipal engineering experience.

Licenses & Certifications

- ▶ Possession of an Engineer-in-Training (EIT) Certificate.
- ▶ Registration as a Professional Engineer in the State of California is not required, but highly desirable.
- ▶ A valid Class C California driver's license.

Compensation & Benefits

Salary range: **\$97,656.00 - \$118,726.40** annually
Effective July 2026, new salary range: **\$103,729.60-\$126,110.40**

Retirement

- Participation in CalPERS (2% @ 55 for classic members, 2% @ 62 for new members)
- City match to deferred compensation contributions (457 plans).

Health & Wellness

- Monthly cafeteria plan allowance toward medical, dental and vision premiums, plus FSA options.

Insurance Coverage

- Employer-paid long-term disability and life insurance coverage up to \$100,000.

Leave Benefits

- 96 hours of annual vacation leave
- 96 hours of annual sick leave
- 12 paid holiday leave.
- 2 floating holidays per year

Professional Growth

- Tuition reimbursement up to \$3,500 annually.

Up to \$10,000 signing bonus over the course of the first 3 years.

[Click here to read the full benefits guide.](#)

How to Apply

To be considered for this position, send your resume and cover letter to Christine Martin at Talent@TripepiSmith.com by **Monday, April 13, 2026**.

Candidates will be screened for qualifications following the submission deadline. If you require additional information or have questions, please contact Christine Martin at 949-993-6531.

