



CITY ENGINEER

Annual Salary:
\$90,000 - \$140,000 DOE/DOQ

Ormond Beach, Florida

The City of Ormond Beach is seeking a forward thinking Civil Engineering leader ready to take on complex capital projects, oversee vital infrastructure systems, and guide a high-performing team to success. **Explore how you can become Ormond Beach's next City Engineer below.**

We're looking for an exceptional, service-oriented leader who is:

- Experienced in municipal engineering and capital project delivery
- Skilled in communicating technical information to diverse audiences
- Adept at managing budgets, staff, and multiple priorities simultaneously

Join a high-quality coastal community committed to innovation, service, and sustainability—read on to learn more about this opportunity!



Executive Recruitment Provided by



ABOUT THE COMMUNITY

Ormond Beach is a vibrant coastal community located in Volusia County on Florida's east coast, known for its exceptional quality of life, natural beauty, and strong sense of community. Part of the Deltona-Daytona Beach-Ormond Beach metropolitan area, the city has successfully maintained its small-town charm while benefiting from steady regional growth and economic development.

Situated along the Atlantic Ocean and near major transportation corridors like Interstate 95 and Interstate 4, Ormond Beach offers convenient access to Orlando, Jacksonville, and Daytona Beach. Residents enjoy outdoor recreation including beaches, parks, trails, and water activities, as well as a growing presence in Florida's High-Tech Corridor, supported by nearby space and technology industries.

Historically recognized as the "Birthplace of Speed," Ormond Beach has a rich motorsports heritage dating back to the early 1900s. Today, the city blends historic character with modern infrastructure, offering a desirable environment for residents, businesses, and visitors alike.

GOVERNANCE & ORGANIZATION

Ormond Beach operates under a commission-manager form of government. The Mayor is elected at-large, and the City Commission consists of four members elected in non-partisan zone races. The Commission establishes policy, while the City Manager oversees daily operations.

The City provides a full range of services including:

- Public Works
- Utilities (Water, Sewer, Stormwater)
- Parks & Recreation
- Police & Fire
- Community Development



POPULATION
43,073



MEDIAN HOUSEHOLD INCOME
\$69,177



MEDIAN HOME VALUE
\$354,800

AVERAGE MONTHLY RENT
\$1,411



OUR STRATEGIC PLAN

GOALS & VALUES FOR OUR FUTURE

VISION STATEMENT:

“RECOGNIZED AS ONE OF FLORIDA’S MOST ATTRACTIVE, SAFE, FISCALLY RESPONSIBLE, AND DESIRABLE COASTAL COMMUNITIES BY PROTECTING OUR RICH HISTORY, PRESERVING OUR DISTINCTIVE SMALL-TOWN CHARM, AND CULTIVATING NATURAL ENVIRONMENTS, RECREATIONAL SPACES, AND ECONOMIC OPPORTUNITIES.”

MISSION STATEMENT:

“DELIVERING EXCEPTIONALLY RESPONSIVE CITY SERVICES TO OUR RESIDENTS, BUSINESSES, AND VISITORS THAT FOSTERS A WELCOMING AND PROSPEROUS ENVIRONMENT AND CREATES THE HIGHEST QUALITY OF LIFE FOR CURRENT AND FUTURE GENERATIONS.”

ORGANIZATIONAL VALUES:

Integrity: We hold ourselves accountable to the highest ethical standards in all aspects of work.

Customer Service: We deliver exceptional customer service through professional engagement and compassion for those we serve.

Resilient: We strive for preparedness in emergency planning, assessing future needs, and preserving natural resources by incorporating sustainability and resilience in the design and operation of our facilities, infrastructure, programs, services, and development standards.

Transparency: We are committed to building and maintaining trust in one another and with our community through continued public engagement and open communication.

Responsive: We prioritize delivering timely, thoughtful service that reflects the needs of those who live, work, and visit Ormond Beach.

Innovative: We continuously seek new ideas and better ways to serve our community by balancing fiscal responsibility with forward-thinking solutions that strengthen Ormond Beach for generations to come.

Empowerment: We foster a culture of trust and accountability where every employee is encouraged to lead, collaborate, and find smart, community-first solutions that deliver meaningful results.



ABOUT THE JOB

The Engineering Department plays a critical role in capital project delivery, development review, and regulatory compliance.

Reporting to the City Manager, the City Engineer, provides administrative and technical support and oversees roughly 75% of the [Capital Improvement Program \(CIP\)](#), including the planned construction of major infrastructure improvements for roads, drainage, water and sewer, recreation, and other City facilities.

Examples of Duties and Responsibilities:

- Oversee planning, design, and construction of capital improvement projects
- Review development plans, permits, and subdivision applications
- Manage infrastructure systems including roads, drainage, and utilities
- Coordinate grant funding and regulatory compliance efforts
- Provide leadership and technical guidance to engineering staff

DEPARTMENT STRUCTURE

Direct Reports: Sr. Engineer, Engineer, Project Manager, and six other technical positions

ORGANIZATION QUICKFACTS



EMPLOYEES

10-15



DEPARTMENT BUDGET

\$1.45 ~ \$25

MILLION
(Operating)

MILLION
(Capital)

KEY PROJECTS FOR 2026-2027

- Oversight of 50-60 annual capital improvement projects
- Preparation of RFP for continuing contract engineering services totaling ~\$25 million
- Ongoing infrastructure improvements (roads, stormwater, utilities)
- Various Stormwater, Utilities, and Parks & Recreation Master Plan Updates

FULL JOB DESCRIPTION



IDEAL CANDIDATE

The ideal candidate is a collaborative and service-oriented engineering leader with a strong background in municipal project management and infrastructure planning. They will possess excellent communication skills and the ability to translate complex technical information for public officials, staff, and residents. This individual is a proactive problem solver who thrives in a fast-paced environment and can manage multiple high-visibility projects simultaneously.

The City Engineer should possess excellent engineering skills that include the ability to anticipate impacts of project design plans vis-à-vis long-term effects and maintenance; knowledge of design, construction, and inspection of public projects and facilities; the ability to evaluate engineering quantity cost estimates; contractor pay requests; and perform construction and financial computations. The selected candidate should demonstrate strong leadership skills, emotional intelligence, and a commitment to team development. Technical expertise in transportation, stormwater management, and regulatory permitting is highly valued, along with experience in budgeting, capital planning, and long-term infrastructure maintenance.



EXPERIENCE & QUALIFICATIONS

Required:

- Bachelor's degree in Engineering or a closely related field
- Seven (7) to ten (10) years of extensive and progressively responsible experience in all phases of municipal public works
- An equivalent combination of education, training, and experience may be considered, provided a minimum of a Bachelor's degree is held
- State of Florida certification as a Professional Engineer within a reasonable period following appointment

Preferred:

- Master's degree in Engineering, Public Administration, or a closely related field
- Demonstrated experience in municipal engineering, including capital project delivery and infrastructure management
- Certification as a Professional Surveyor and Mapper

SALARY & BENEFITS

Compensation: \$90,000 - \$140,000 DOE/DOQ

Health Benefits: 100% employer-paid medical, dental, vision, life, and long-term disability insurance

Paid Leave: Standard municipal leave policies including vacation and holidays

Retirement: Pension plan provided with a 2.25% multiplier and 5-year vesting

Additional Perks: Optional 457 plan, Roth IRA options, professional development opportunities, and a collaborative work environment focused on service excellence



HOW TO APPLY

Apply Here



For more information on this position, contact:

Doug Thomas, Executive Vice President - Recruitment & Leadership Development

DouglasThomas@GovernmentResource.com | 863-860-9314

The City of Ormond Beach is an Equal Opportunity Employer and does not discriminate on the basis of race, color, religion, gender, national origin, age, or disability. Applicants selected as finalists for this position will be subject to a comprehensive background check.