



CITY ENGINEER

Annual Salary:
\$106,000 – \$130,000 DOE/DOQ

Location: Monroe, Louisiana



Are you a licensed civil engineering leader who thrives on guiding major capital programs, directing high-performing consultant teams, and shaping the infrastructure of a region on the rise? If so, the City of Monroe invites you to apply to become its next City Engineer.

Reporting to the Mayor, the City Engineer leads Monroe's Engineering Department and its six divisions, overseeing the planning, review, and delivery of a capital program valued in the hundreds of millions of dollars at a moment when Northeast Louisiana is drawing historic investment.

We're seeking a collaborative engineering leader who is:

- A licensed Professional Engineer with deep experience in municipal infrastructure and capital program delivery
- Skilled at directing consultants and holding projects to high standards of quality, schedule, and budget
- A clear communicator and team builder ready to guide a multidisciplinary department through a period of growth

"We Are Proud to Be #OneRoe" – read on to learn more about this opportunity!

ABOUT THE COMMUNITY

Monroe, Louisiana, is the economic and cultural heart of Northeast Louisiana. Set along the scenic Ouachita River across from its sister city of West Monroe, Monroe anchors the region's metropolitan area and is home to the University of Louisiana Monroe. Interstate 20 connects the city to Shreveport, Jackson, and Dallas, and Monroe Regional Airport offers commercial air service.

Today, Monroe is emerging as one of the most exciting growth markets in the South. Just east of the city in Richland Parish, Meta's AI-focused Hyperion data center, now a more than \$50 billion investment and one of the largest data center developments in the world, is positioning Northeast Louisiana as a new hub for technology, infrastructure, and innovation. The project is expected to support thousands of construction jobs and hundreds of permanent technology and operations positions, fueling supplier growth, business investment, and rising demand for professional services across the region.

Monroe pairs that momentum with deep roots. Founded as the Ouachita River outpost of Fort Miro and renamed for the steamboat James Monroe, the city is also where Delta Air Lines got its start as a crop-dusting service. Residents enjoy the Louisiana Purchase Gardens & Zoo, Biedenharn Museum & Gardens, the Masur Museum of Art, the Chennault Aviation & Military Museum, and Black Bayou Lake National Wildlife Refuge, along with paddling trails and more than 150 locally owned restaurants.

Best of all, Monroe offers what many fast-growing markets cannot: a lower cost of living, shorter commutes, strong community connections, and family-friendly amenities.



POPULATION
46,860



MEDIAN HOUSEHOLD INCOME
\$40,505



MEDIAN HOME VALUE
\$198,900

AVERAGE MONTHLY RENT:
\$886

History



Tourism



ABOUT THE CITY OF MONROE

State of the City



The City of Monroe is a full-service municipality with approximately 1,200 full- and part-time employees and a Fiscal Year 2027 budget of \$78.7 million. Guided by a focus on public safety, economic development, quality of life, and infrastructure investment, the City is in the midst of one of the most active capital building periods in its history.

Recent milestones include the \$46.6 million renovation and expansion of the City's water treatment plant and the first phase of the Kansas Lane extension, with major transportation, drainage, pump station, and wastewater projects now underway across every district. For the City Engineer, this means stepping into a role with real resources, visible results, and a direct hand in shaping how Monroe grows.

GOVERNANCE & ORGANIZATION

Monroe operates under a Strong Mayor form of government. The Mayor, elected at large, serves as the City's chief executive, and five City Council members are elected from single-member districts. All serve four-year terms, with a limit of three terms. Department head positions reporting directly to the Mayor are appointed and confirmed by the governing body.

The City provides a full range of services, including:

- Police and fire protection
- Engineering, public works, streets, and drainage
- Water treatment and distribution and sewer collection and treatment
- Planning, zoning, and economic development
- Public transit, Monroe Regional Airport, parks, and the Louisiana Purchase Gardens & Zoo

The City Engineer works closely with the Mayor's Office, City Council, fellow department heads, the Downtown, I-20, Southside, and Tower-Armand Economic Development Districts, and local, regional, state, and federal agency partners.

THE JOB

[Full Job Description](#)



Reporting to the Mayor, the City Engineer provides oversight of Monroe's municipal engineering functions for public infrastructure planning, review, and construction. Because most design work is performed by third-party engineers, this role centers on consultant management, design and development review, quality assurance, regulatory compliance, and capital program leadership.

The City Engineer also serves as the City's engineering voice with developers, residents, boards, and partner agencies, representing Monroe at public meetings and preparing technical reports and recommendations for the Mayor and City leadership.

The successful candidate will provide executive leadership for:

- Selecting, scoping, and managing consulting engineers, including RFQs/RFPs, negotiations, and task orders
- Reviewing and approving plans, specifications, estimates, plats, subdivisions, and utility extensions
- Developing, prioritizing, and updating the City's Capital Improvement Program
- Overseeing transportation, drainage, water, and sewer projects through construction
- Preparing and administering the department budget and developing staff

DEPARTMENT STRUCTURE

The Engineering Department is dedicated to providing a quality environment that fosters growth and safety for all residents and businesses. Its mission is "to support efficient and sustainable development... leveraging our expertise in engineering and planning to enhance the well-being and prosperity of our community."

Divisions Reporting Through Engineering:

- Civil
- GIS
- Inspections & Permitting
- Planning & Zoning
- Project Management
- Traffic

ORGANIZATIONAL QUICK FACTS

- **Department Budget:** \$2.9 million (FY 2027)
- **Department Staff:** Approximately 30 full- and part-time employees
- **City Budget:** \$78.7 million (FY 2027)
- **City Employees:** Approximately 1,200 full- and part-time



KEY INITIATIVES

Monroe's next City Engineer will guide a robust slate of projects that will shape the city for decades:

Transportation & Economic Corridors

Lead delivery of the \$157.4 million Kansas Lane–Garrett Road Connector and I-20 Improvements, the \$85.35 million Millhaven Industrial Park Interchange, and a \$20 million passenger rail terminal, projects that will expand access and position Monroe to capture regional growth.

Drainage & Flood Resilience

Advance a coordinated drainage program that includes Young's Bayou Retention Phase 2 and Channel Enhancement, Monroe Regional Airport offsite drainage improvements, and the rehabilitation of the Calypso and Georgia Street pump stations.

Water & Wastewater Systems

Build on the completed water treatment plant expansion by overseeing Texas Standifer Trunkline Repairs Phases 1 and 2 and River Pump Station improvements, strengthening the reliability of core utility systems.

Growth-Ready Development Review

As regional investment accelerates, refine development review, permitting, and inspection processes and align planning with the City's Economic Development Districts so Monroe can welcome new growth efficiently and to high standards.

Team Development

Unify six divisions under a shared vision, mentor staff, plan for workforce needs, and strengthen the consultant partnerships that deliver the City's capital program.





IDEAL CANDIDATE

The ideal candidate is a seasoned, licensed civil engineer who understands how municipal infrastructure gets delivered when most design work is performed by consultants. They bring a proven ability to select and direct engineering firms, review deliverables with a sharp eye for accuracy and constructability, and keep a large, concurrent portfolio of transportation, drainage, water, and sewer projects moving on schedule and within budget.

This leader is equally comfortable in a plan review, on a construction site, and in front of the City Council. They communicate technical concepts clearly to elected officials, developers, residents, and partner agencies, and they approach disagreements and construction disputes with sound engineering judgment and a problem-solving mindset.

Just as important, they are a people-focused manager who can bring six divisions together as one team, develop staff, and build a department ready for Monroe's next chapter of growth. Candidates with experience across multiple municipal engineering disciplines, a strong background in capital program delivery, and a commitment to serving the public with integrity will thrive here.

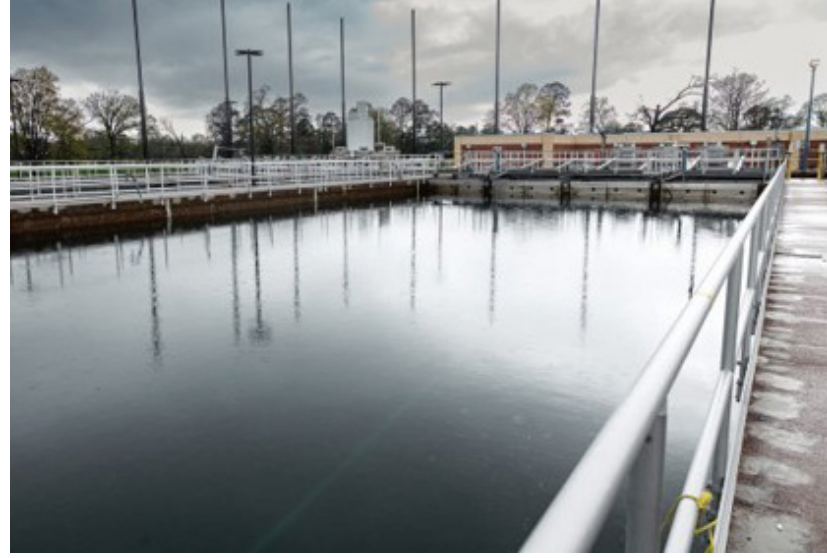
EXPERIENCE & QUALIFICATIONS

REQUIRED:

- Bachelor's degree in Civil Engineering from an accredited university
- Minimum of three (3) years of supervisory experience
- Progressive experience in design review, consultant oversight, public infrastructure planning, and/or construction administration
- Experience administering consultant contracts and managing third-party design work
- Professional Engineer (P.E.) license in the State of Louisiana or with the ability to obtain it within 12 months
- Valid Louisiana Driver's License with a satisfactory driving record

PREFERRED:

- Experience across multiple municipal engineering divisions (e.g., Civil, GIS, Inspections & Permitting, Planning & Zoning, Project Management, Traffic)
- Background in public works budgeting, long-range planning, and capital program delivery



SALARY & BENEFITS

The City of Monroe offers a competitive salary and a comprehensive benefits package designed to support employees and their families.

Salary: \$106,000 – \$130,000, depending on experience and qualifications (DOE/DOQ)

Allowances: Car, phone, and technology allowance

Health & Wellness

- Medical, dental, and vision insurance
- Life insurance and short-term and long-term disability coverage
- AFLAC supplemental insurance options

Retirement

- Participation in the Municipal Employees' Retirement System (MERS); employees contribute 10% of each paycheck, with a generous City contribution of 29.5% per pay period
- The City does not participate in Social Security

Paid Leave

- 6.67 hours of vacation leave accrued per month
- Paid holidays in accordance with the City's schedule
- 8 hours sick leave per month.

This robust package reflects Monroe's commitment to supporting its employees both professionally and personally, empowering them to thrive in their roles while making a lasting impact on the community.

HOW TO APPLY

Apply Here



For more information, contact:

Marsha Reed, Senior Vice President, Executive Recruitment

marshareed@governmentresource.com | 806-789-9641



The City of Monroe is an Equal Opportunity Employer and values diversity in its workforce. Applicants selected as finalists for this position will be subject to a comprehensive background check.