



Position Vacancy

RFP #24-103-01

Position: Senior Storm Water & Environmental Engineer
Department: Public Works – Engineering
Salary Range: M8 Full Range: \$75,003 - \$97,024
Anticipated Hiring Range: \$75,003 - \$84,466
Dependent upon years of direct experience
Schedule: Monday - Friday 8:30 a.m. to 5:00 p.m.
Occasional evening meetings

The City of Framingham's Municipal Engineering Program provides technical assistance and guidance to Framingham's Public Works divisions and capital improvement programs as well as other City departments. The Program also provides support to Framingham's boards and commissions in the following areas:

- Design Review Process
- Development and Permitting
- Field Survey Services
- GIS and Asset Management
- Stormwater and Environmental
- Traffic and Transportation
- Water and Wastewater

The City of Framingham offers a robust benefits package and is an eligible employer for the [Federal Student Aid Public Service Loan Forgiveness Program](#).

Position will remain open until filled. Priority will be given to those that apply within the first 21 days.

Position Purpose:

The Senior Storm Water & Environmental Engineer is responsible for the direction of the stormwater and environmental program areas including evaluating and modeling existing storm and surface water systems, identifying and implementing improvements to those systems, maintaining compliance with the NPDES Stormwater Phase II program, managing consulting engineers, reviewing proposed construction plans, responding to complaints from property owners regarding flooding or drainage problems, preparing and reviewing dewatering discharge submittals, notices of intent (NOI), environmental impact reports (EIR) and related submittals, preparing grant applications, reviewing and approving waste stream processes for capital construction projects, supporting DPW operations with drainage and environmental work and management of flood related programs. Employee is required to perform all similar or related duties.

Essential Functions:

The essential functions or duties listed below are intended only as illustrations of the various type of work that may be performed. The omission of specific statements of duties does not exclude them from the position if the work is similar, related, or a logical assignment to the position.

1. Manage, organize, coordinate and monitor activities and functions of projects in cooperation with other departments and outside agencies, contractors and design professionals.
2. Coordinate and manage private consultants in the study, design and construction oversight of capital improvement

- projects. Manage projects through the public procurement process including bidding and construction.
3. Manage the City's National Pollutant Discharge Elimination System (NPDES) Phase II Municipal Separate Storm Sewer System (MS4) permitting program. Includes preparation of legislation and regulations regarding stormwater discharge; preparation and implementation of public education and involvement programs; review of plans with respect to state and local stormwater regulations; and oversight of the City's Illicit Discharge Detection & Elimination (IDDE) program.
 4. Analyze and prepare written reports on program and project performance using qualitative analyses and other project management techniques.
 5. Develop program and project budgets, schedules, work plans, labor utilization and cost estimates/projections.
 6. Work cooperatively with other city employees and private organizations to facilitate project implementation and completion.
 7. Interact with utility companies and other governmental agencies to obtain necessary permits and clearances and to ensure regulatory compliance.
 8. Participate in the negotiation of development contracts with private contractors and design professionals.
 9. Meet with community representatives and developers to review proposed projects and activities.
 10. Demonstrate continuous effort to improve operations, decrease turnaround times, streamline work processes and work cooperatively and jointly to provide quality seamless customer service.
 11. Review proposed connections to municipal utilities.
 12. Serve as Division's liaison to the Multiple Hazard Mitigation Planning Work Group, establishing education and prevention programs for common hazards such as flood events, and preparing FEMA grant proposals and managing grant projects.
 13. Review proposed development projects to ensure they meet Federal, State and local stormwater requirements and incorporate Low Impact Development (LID) techniques to the extent possible.
 14. Collaborate and participate in Regional and Statewide Stormwater Coalitions.
 15. Maintain regulatory compliance as applicable (USACE Levee Sponsor lead, MWRA, DEP, EPA).

Qualifications:

- Bachelor's degree in Civil or Environmental Engineering or a related field
- At least 5 years of related work experience
- Professional Engineers License
- Must possess a valid Commonwealth of Massachusetts Class D driver's license and a good driving record
- Suitable results of a MA CORI/SORI background check
- Knowledge of:
 - principles and practices of engineering
 - principles of municipal utility budgeting, accounting and financial management
 - environmental laws and regulations pertaining to municipal stormwater system design, construction and operation
 - state and federal flood plain programs and regulations
- Ability to:
 - apply project financial and operational tracking and analysis techniques
 - interpret results of project controls and report their import to City senior managers with recommendations as to corrective actions to be taken
 - perform in a fast-paced office environment as a key member of a multi-disciplinary project team
 - ability to deal with the public with tact and diplomacy
 - effectively present technical projects in an understandable manner
- Needed skills:
 - Proficient verbal and written communication

The City of Framingham will consider an equivalent combination of education and experience.

Supervision Received:

Under general direction of the City Engineer, the employee plans and carries out the regular work in accordance with standard practices and previous training, with substantial responsibility for determining the sequence and timing of action and substantial independence in planning and organizing the work activities, including determining the work methods. The employee is expected to solve through experienced judgment most problems of detail or unusual situations by adapting methods or interpreting instructions to resolve the particular problem. Instructions for new assignments or special projects usually consist of statements of desired objectives, deadlines and priorities. Technical and policy problems or changes in procedures are discussed with supervisor, but ordinarily the employee

plans the work, lays it out and carries it through to completion independently. Work is generally reviewed only for technical adequacy, appropriateness of actions or decisions, and conformance with policy or other requirements; the methods used in arriving at the end result are not usually reviewed in detail.

Supervisory Responsibility:

Employee as a regular part of the job is required to provide direction and guidance to other staff or subordinates assisting them in completing their assigned work. Employee also performs non-supervisory work that is of the same kind and level as is done by the employee(s) being supervised. The employee is not responsible for taking any disciplinary action and at the request of the Department Head may be involved in the hiring process. Work operations may be subject to substantial seasonal or cyclical fluctuations that can be reasonably planned for in advance. Employees supervised work at the same location and the same work shift.

Confidentiality:

The employee has regular access to confidential information obtained during performance of regular position responsibilities in accordance with the State Public Records Law.

Accountability:

The nature of the professional or technical work means that errors in analysis, techniques or recommendations would probably be difficult to detect. Consequences of errors, missed deadlines or poor judgment could result in excessive costs, delay of service delivery, or legal repercussions.

Judgment:

The work requires examining, analyzing and evaluating facts and circumstances surrounding individual problems, situations, or transactions, and determining actions to be taken within the limits of standard or accepted practices. Guidelines include a large body of policies, practices, and precedents, which may be complex or conflicting, at times. Judgment is used in analyzing specific situations to determine appropriate actions. Employee is expected to weigh efficiency and relative priorities in conjunction with procedural concerns in decision making. Requires understanding, interpreting and applying complex federal, state and local regulations.

Complexity:

The work consists of employing many different concepts, theories, principles, techniques and practices relating to a technical and administrative field. Assignments typically concern such matters as studying trends in the field for application to the work; assessing services and recommending improvements; planning long range projects; devising new techniques for application to the work, recommending policies, standards or criteria.

Nature and Purpose of Public Contact:

Relationships with co-workers and the public involving frequent explanation, discussion or interpretation of practices, procedures, regulations or guidelines in order to render service, plan or coordinate work efforts, or resolve operating problems. Other regular contacts are with service recipients and employees of outside organizations such as hospitals and insurance companies. More than ordinary courtesy, tact, and diplomacy may be required to resolve complaints or deal with disgruntled, uncooperative or uninformed persons.

Occupational Risk:

Duties generally do not present occupational risk to employee when conducting work in the field where the employee is subject to traffic hazards or moving equipment at construction sites etc. A personal injury could occur, however, through employee failure to properly follow safety precautions or procedures. Examples of personal injury include minor bruises from falls, or muscular strains from lifting or carrying department equipment or materials.

Work Environment:

Working conditions involve exposure to intermittent machine or related noise or a combination of unpleasant elements such as odors, chemical fumes, dust, smoke, heat, cold, oil, dirt or grease. Includes outdoor work that may be suspended when weather conditions are poor. Work may involve machinery and its moving parts, biohazards and loud noises. Employee is required to work beyond normal business hours and to attend evening meetings or other after-hours obligations as needed.

Physical Demands:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the position's essential functions.

Physical Demands: Little or no physical demands are required to perform the work. Work effort principally involves sitting to perform work tasks, with intermittent periods of stooping, walking, and standing. There may also be some occasional lifting of objects such as books, office equipment and materials. Work includes inclement related job functions, traversing uneven ground and construction sites.

Motor Skills: Duties may involve assignments requiring application of hand and eye coordination with finger dexterity and motor coordination. Examples include operating a motor vehicle, using a personal computer, or climbing a ladder.

Visual Demands: Visual demands include constantly reading documents for general understanding and for analytical purposes, routinely reviewing non-written materials such as maps and blueprints for analytical purposes; the employee is required to be able to determine colors.



The City of Framingham is committed to the ongoing pursuit of strategic diversity initiatives that help to position diversity, equity, and inclusion as central to municipality and community-wide excellence in the City of Framingham. In doing so, Framingham strives for a city culture and environment that fosters a true sense of belonging for all, provides opportunity for everyone to participate equally and fully in the city, their communities and neighborhoods in ways that helps to develop each individual's capacity to confidently and competently engage within and across difference. Given an evolving national context and the richness in the demographic and linguistic profile of our city, the City of Framingham has made a significant commitment to addressing and enhancing its community climate, culture and multiplicity of service capabilities as a city.

The City of Framingham is an Affirmative Action Equal Opportunity Employer.