

## **COME JOIN THE PULASKI COUNTY TEAM! COUNTY ENGINEER/PSA DIRECTOR**

Pulaski County is seeking to fill a full-time Engineer/PSA Director. This role involves performing professional engineering duties such as grant management, planning, designing, constructing, and maintaining public infrastructure, including but not limited to roadways, trails, water distribution systems, wastewater collection, water treatment projects, and public building renovations or constructions. The position also requires preparing and reviewing construction plans, specifications, and budgets, evaluating private development projects, and providing technical advice to County officials. Additional responsibilities include conducting field inspections, supervising staff, attending public meetings, and responding to emergency infrastructure situations. The role oversees all PSA operations and provides administrative support to the PSA Board of Directors, including budget preparation, utility rate setting, and policy development and implementation. Physical presence on the job is required, as essential functions and responsibilities are not suited to remote work. The position supervises the Erosion and Sediment Control (ESC) Program Administrator, Construction Contract Administrator, Construction Inspector, Water Treatment Plant Chief Operator, and Utility Maintenance Supervisor, and serves as the County Floodplain Manager, reporting directly to the County Administrator and PSA Board.

Work hours are Monday through Friday, 8:00 a.m. to 5:00 p.m. Some evening, weekend, and holiday work may be required. The salary range for this position is \$118,250 to \$161,311 and is commensurate with education and experience.

**Educational Requirements:** Applicants must possess a valid Professional Engineer (PE) license in the state of Virginia. In addition, the following certifications are required or preferred as noted: Erosion and Sediment Control (ESC) Combined Administrator—required; VDOT Locally Administered Projects (LAP) Certification—required; Certified Floodplain Manager (CFM)—preferred; and Storm Water Management (SWM) Combined Administrator—preferred. A valid driver's license issued by the Commonwealth of Virginia for operating a passenger vehicle or light truck is also required. Candidates should hold a Bachelor of Science degree in Civil Engineering or an equivalent qualification as a licensed Professional Engineer (PE), with specialized coursework in water distribution and wastewater collection, stormwater management, floodplain management, public works administration, and construction management. Candidates should have 10-15 years of civil engineering experience and 8-12 years of supervisory experience. Public sector engineering experience is strongly preferred.

Please note that this position requires:

- Pre-employment drug screening & alcohol testing
- Background check
- DMV Driving record check

Excellent benefit package that includes:

- Health, dental & prescription drug insurance
- Optional vision, cancer, critical illness, accident, life, AirMedCare, Pet, and Christmas club
- Virginia state retirement & life plus optional 457b retirement program with company match
- Sick, vacation and birthday leave
- Short and long-term disability
- Multiple paid holidays
- Free YMCA membership and more!

Interested individuals may apply at the appropriate Virginia Employment Commission Office or apply online at [www.pulaskicounty.org](http://www.pulaskicounty.org). Full job descriptions for all positions are located on the website.

Pulaski County, VA is committed to providing reasonable accommodations to qualified individuals with disabilities in accordance with the Americans with Disabilities Act (ADA). To request an accommodation for disabilities, contact Human Resources at 540-994-2406. Individuals that require a paper application should contact Kristin Rakes, HR Assistant at [krakes@pulaskicounty.org](mailto:krakes@pulaskicounty.org) or call 540-994-2628.

Pulaski County, VA is committed to the principles of diversity and, in that spirit, seeks a broad spectrum of candidates including women, minorities, persons with disabilities, and veterans. As an Equal Opportunity Employer and certified Virginia Values Veterans (V3) organization, we are dedicated to nondiscrimination in recruitment, selection, hiring, pay, promotion, retention or other personnel action affecting employees or candidates for employment. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex/gender/identity/sexual orientation, national origin, ethnic origin, disability or protected veteran status.

This position will be open until filled. The position was first advertised on 03/03/2026. To comply with company policy, this position will remain posted for a minimum of 5 days.

**COUNTY ENGINEER/PSA DIRECTOR**  
Pulaski County

**Department:** Engineering/PSA

**Supervision Exercised:** Construction Contract Administrator(s), Construction Inspector, Water Treatment Plant Chief Operator and the Utility Maintenance Supervisor.

**Supervision Received:** County Administrator/PSA Board

Work is performed with minimal instruction and supervision as directed by the County Administrator and PSA Board. Employee will undergo a six-month orientation period and will be evaluated at the end of the six-month term. Employees will be evaluated annually thereafter.

**Classification (FLSA):** Exempt, Full-Time

**REQUIRED TESTING/SCREENING, LICENSES, AND CERTIFICATIONS:** Drug and alcohol testing, background screening, and driving record checks are required. Must be licensed as a Professional Engineer (PE) in the state of Virginia. In addition, the following certifications are required or preferred as noted:

- Erosion and Sediment Control (ESC) Combined Administrator – required
- VDOT Locally Administered Projects (LAP) Certification – required
- Certified Floodplain Manager (CFM)- preferred
- Storm Water Management (SWM) Combined Administrator – preferred

Establishment of County residency is required within one year of the hire date. A valid driver's license issued by the Commonwealth of Virginia for operating a passenger vehicle or light truck is also required.

**Essential Employee:** Yes, please see Pulaski County Personnel Policy

**Work Hours:** Monday thru Friday, 8:00 a.m. until 5:00 p.m. Some evening, weekend and holiday work required.

**ESSENTIAL FUNCTIONS:** Performs professional engineering duties that include grant management, planning, designing, constructing, and maintaining public infrastructure, including but not limited to roadway, trails, water distribution, wastewater collection, water treatment projects and , public building renovation/construction, preparing/reviewing construction plans, specifications, and budgets, reviewing private development projects and providing technical advice to County officials, conducting field inspections, supervising staff, attendance at public meetings and responds to emergency infrastructure situations. This position also oversees all PSA operations and provides administrative support to the PSA Board of Directors that includes budget preparation, establishment of utility rates, policy development and implementation. Physical presence on the job is required as essential functions and responsibilities are not suited to remote work. Supervises Erosion and Sediment Control (ESC) program administrator. Supervises Construction Contract Administrator and Construction Inspector. Serves as County Floodplain Manager.

County Engineer/PSA Director

**JOB REQUIREMENTS:** To perform this job successfully, an individual must be able to perform each essential functions satisfactorily. The requirements listed below are representative of the knowledge, skill and/or ability required. Reasonable accommodations may be made to enable an individual with disabilities to perform the essential functions.

**RESPONSIBILITIES:**

- Performs difficult technical tasks and routine administrative work
- Administers County floodplain management program
- Supervises administration of Erosion and Sediment Control Program
- Prepares annual budgets and CIP for Engineering, Landfill, Water Treatment Plant and Water/Wastewater Department
- Reviews and interprets Water Treatment Plant regulatory requirements
- Performs hydraulic analysis, prepares flow calculations, develops contract documents, plans and specifications for water distribution and wastewater collection system projects
- Prepares contract documents, technical specifications, conducts bid openings, reviews bids, executes contracts, and supervises construction of County and PSA projects, including but not limited to the following types of projects; water distribution, wastewater collection, site development, roadway, and building construction
- Manages contract for preparation of quarterly landfill water contamination reports for submission to the Virginia Department of Environmental Quality
- Supervises preparation of Virginia Department of Health monthly reports
- Attends Board of Supervisors meetings, as necessary
- Attends PSA Board meetings and responds to questions and concerns of the Board and serves as their liaison with customers
- Coordinates with the Economic Development Authority regarding industrial prospects and their water, wastewater and refuse needs, as well as pre-treatment regulations.
- Makes and executes all lawful contracts on behalf of the PSA as to matters within their jurisdiction, except as may otherwise be provided by law or ordinance or resolution by the Board of Directors
- Plans, organizes supervises and directs PSA daily operations
- Serves as County representative on the New River Valley Metropolitan Planning Organization (MPO), Technical Advisory Committee (TAC)
- Serves as County representative on the Peppers Ferry Regional Wastewater Treatment Authority Board of Directors.
- Coordinates collection and maintenance of field location of water and wastewater facilities in the geographic information system (GIS) database
- Prepares easement and land acquisition documents and obtains signatures from appropriate parties
- Assists the Emergency Operations Center Management Team in the event of a local emergency including but not limited to pre- and post- disaster response

**KNOWLEDGE, SKILLS AND ABILITIES:**

- Knowledge of advanced principles of civil engineering, hydraulic modeling and structural design for public infrastructure
- In-depth knowledge of water distribution, water treatment, sewage collection systems and landfill management
- Thorough knowledge of Federal, state and local environmental laws and safety regulations (e.g., VDOT, DEQ, EPA, OSHA), and land use policies
- Thorough knowledge of Capital Improvement Planning (CIP), budgeting, grant writing/management, contract administration, and procurement procedures.
- Principles of land surveying, GIS applications and tax mapping.
- Strong leadership skills for managing diverse teams
- Skills to provide long-range planning for infrastructure growth and utility capacity
- Ability to utilize multiple software programs such as Microsoft Office, AutoCad, GIS (ArcMap), hydrological modeling and financial/budgeting software

**ADA REQUIREMENTS:** Requires sedentary work involving being in a stationary upright position 6-8 hours per day, ability to stand and walk for extended periods of time, ability to traverse uneven terrain, climb stairs and ladders, bend, stoop, kneel, crouch, enter and exit vehicles, carry up to 25 pounds occasionally, lift 50 pounds occasionally, push, pull, read, ability to use a computer, vision, communicate efficiently and withstand environmental conditions such as heat, cold, wind, rain, construction site hazards, traffic environments and noise.

**EDUCATION AND EXPERIENCE:**

- Bachelor of Science in Civil Engineering Degree or equivalent as a licensed Professional Engineer (PE)
- Specialized coursework in water distribution and wastewater collection, stormwater management, floodplain management, public works administration and construction management
- 10-15 years of civil engineering experience
- 8-12 years of supervisory experience
- Public sector engineering experience strongly preferred

**PROFESSIONALISM AND CONFIDENTIALITY:**

- Understands and consistently implements all County policies and procedures
- Maintains confidentiality with all vendors and employee transactions and activities
- Shares knowledge and assists other staff with day-to-day activities to promote effective teamwork to accomplish the goals of the County

**TRAINING AND JOB DEVELOPMENT:**

- Develop and set own personal goals for acquiring new skills and job growth
- Participates in conferences, workshops, webinars, and other opportunities to maintain current awareness of County trends and for educational growth and certifications

Note: This job description is not intended to be all-inclusive. An employee will also perform other reasonably related job responsibilities as assigned by the supervisor or County Administrator. Pulaski County Administration reserves the right to revise or change job duties as the need arises. Moreover, management reserves the right to change job descriptions, job duties or working schedules based on their duty to accommodate individuals with disabilities. The job description does not constitute a written or implied contract of employment.

I have read, understand and accept the duties, standards and expectations required of this position. I hereby affirm my good faith compliance with all County policies and procedures.

Reasonable accommodations may be made to enable qualified individuals with disabilities to perform the essential functions of this job.

*Check the appropriate box, fill in the needed accommodations, if required, then sign and date.*

- I have read and understand this job description and acknowledge that I am able to complete the essential functions required of this job without accommodation.
- I have read and understand this job description and acknowledge that I am able to complete the essential functions required of this job with accommodation(s).

Please list the accommodation(s) needed to fulfill the essential functions of this job description:

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Employee Name: \_\_\_\_\_

(Please print)

\_\_\_\_\_  
Employee Signature

\_\_\_\_\_  
Date