

SENIOR ENGINEER RECRUITMENT



City of Decatur®

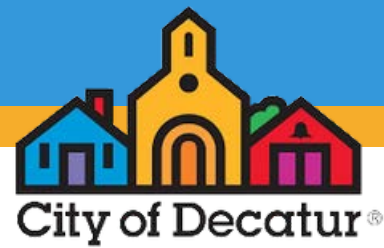
ARE YOU

- Passionate about sustainability and designing exceptional infrastructure?
- Dedicated to using your expertise to create an extraordinary quality of life for Decatur residents?
- Ready to contribute to the future of the City of Decatur?

FIRST REVIEW OF RESUMES - APRIL 26, 2024

EXECUTIVE SEARCH BY:





The Community

The City of Decatur is a small, historic city located in DeKalb County, Georgia in the eastern part of metropolitan Atlanta. Despite its urban location, the City has managed to grow with the soul of a small town. It has a warm welcoming atmosphere and a focus on maintaining a high quality of life.

Founded in 1823, the City of Decatur has played a prominent role as the County seat of DeKalb County and the second oldest municipality in the Atlanta metro region. The City was named after Stephen Decatur, a popular naval hero of the early 1800's.

The City of Decatur was an early depot stop along the Western and Atlantic Railroad. Decatur's prominent place along rail lines continued to the modern day as the City grew up around the rail line.

With a central location in the County, a dense residential population, and a strong downtown core, the city was well positioned for heavy passenger rail expansion in the 1970's. The city includes three MARTA stations which have increased mass transit access to the city and boosted the revitalization of the commercial center at the downtown square.

In addition to public transit, the City supports a wide variety of alternative transportation options including walking, bicycling, and the Clifton Corridor shuttle to Emory University.

Map of DeKalb County, GA



The Community

The City has an estimated 2024 population of about 25,000 residents.

Some interesting facts about Decatur:

- 6 miles from Atlanta
- Decatur is one of a handful of cities in Georgia with its own school system (PreK - 12)
- Decatur is the county seat in DeKalb County
- In just 5 square miles, the City has 3 MARTA stations in its city limits.
- The Eastern Continental Divide bisects the City along the CSX railroad track
- 17 miles from Hartsfield-Jackson Atlanta International Airport
- Median age: 35.5
- Public Art encompasses crosswalks, utility boxes, public spaces and is part of the spirit of Decatur
- In June 2023, Decatur was named an All-American City by the National Civic League in recognition of how Decatur is creating a thriving community through youth engagement



City Government

The City of Decatur operates under a Commission-Manager form of government with five City Commissioners elected in nonpartisan elections for overlapping four-year terms – two from District 1, two from District 2, and one At-Large. Each January, Commissioners elect two of their fellow members to serve as Mayor and Mayor Pro Tem. The current Mayor is Patti Garrett

The day-to-day operations of the City are led by an appointed City Manager (Andrea Arnold), who is supported by approximately 250 full time and 200 part time employees across nine departments.

The City General Fund budget for FY 23-24 is \$39,629,290. The City has a Aa2 bond rating (Moody's) and is a stable and fiscally responsible government.

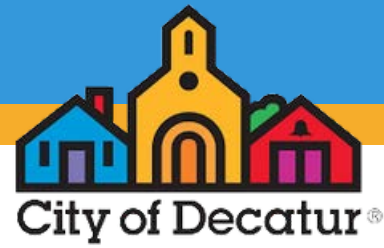
The City's mission statement is to work with the citizens of Decatur to meet the needs of the community while serving all with respect and integrity. We strive to do so with Competence, Accessibility, Responsiveness, and Excellence. We Care!

Decatur's Statement of Values. To care is to value:

- Honesty and integrity
- Competence and skill
- Dependability
- Respect for other people
- Commitment
- Teamwork and cooperation



SENIOR ENGINEER RECRUITMENT



Leadership Team



City Manager
Andrea Arnold



Deputy City Manager
David Junger



Chief of Staff (City Clerk)
Meredith Roark



Assistant City Manager (Admin.)
Teresa de Castro



Assistant City Manager
(Public Works)
Cara Scharer



Assistant City Manager
(Community and Economic Dev.)
Vacant



Police Chief
Scott Richards



Fire Chief
Toni Washington

Executive Search provided by:



Current Organizational Chart



City Organization



Departmental Responsibilities

Engineering Division's Responsibilities:

- Administration, planning, maintenance, construction management and technical engineering of the City's infrastructure.
- Overseeing the construction and maintenance of public facilities that are required for transportation and access to most properties within the city of Decatur. This is accomplished through design control, regulation and enforcement; and facilities construction, operation and maintenance.
- Operates the Stormwater Utility, which is responsible for the maintenance of the City's stormwater system. The department continues to work with the Metropolitan North Georgia Water Planning District to update environmental regulations that will ultimately lead to cleaner water flowing through our streams.
- Enforces ordinances regulating private development that affects public facilities, and provides information and limited assistance to citizens regarding grading, drainage and floodplain related issues.

Engineering Division's Goals

1. Provide the best possible public facilities at the lowest possible cost
2. Construct and maintain public facilities that are safe, convenient and attractive
3. Minimize degradation of the environment through enforcement of environmental regulations

The Position

This position reports to the Assistant City Manager (Public Works) and collaborates with a wide variety of departments on infrastructure projects.

Provides project management support and oversight to city-wide capital project planning and implementation. Projects range from:

- Improvements to existing infrastructure
- Creation of parks and open spaces
- Land acquisition and development
- Stormwater and roadway improvements
- Pedestrian improvements

The division coordinates project oversight and inspection with our staff members in Public Works, and provides project management oversight--design and construction through close-out--with our authorized contractors.

Ensures that stormwater programs are in compliance with Federal, State and local regulations. Position collaborates with engineering consultants in support of the City's drainage master plan.

Position also manages the City stormwater utility and interprets and enforces the City's stormwater ordinance and design manual.



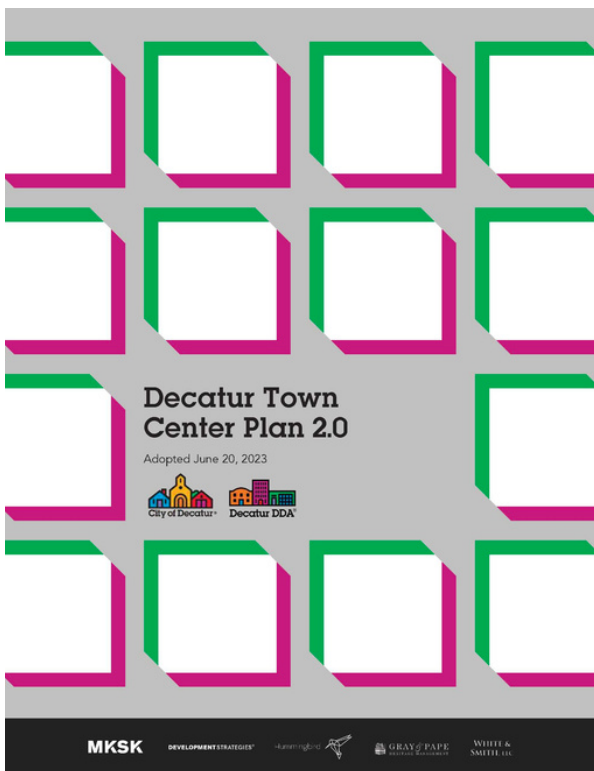
Key Challenges and Opportunities

Decatur Square Project

The City of Decatur adopted the Decatur Town Center Plan 2.0 in June, 2023. The plan is the first comprehensive look at Downtown Decatur in more than 40 years. The 2.0 plan develops a new vision and strategic framework for the continued success of downtown.

The Engineering team will be working with other city departments, consultants, business and land owners and citizens to implement the projects adopted in the Town Center Plan 2.0.

These projects include a new stage/pavillion with public restrooms, flexible lawn space for events, redeveloped public spaces, water features and improvements related to public transportation.

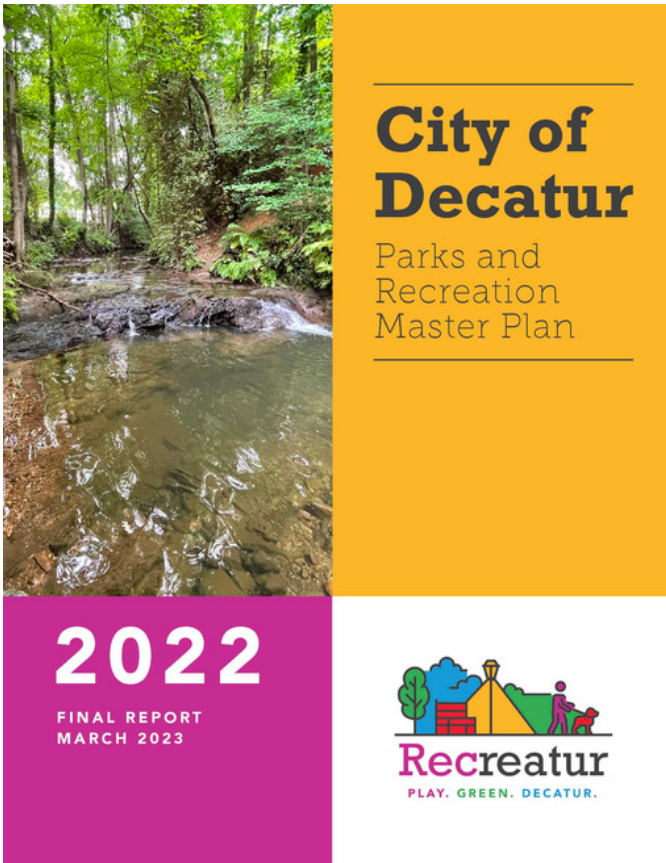


Key Challenges and Opportunities

Parks and Recreation Master Plan

The City of Decatur adopted a Parks and Recreation Master Plan in 2022. Included within the plan are prioritized improvements to existing parks and facilities, development of new parks and open spaces, plans for expanding the city's trail recreational trail network and redeveloping existing parks and facilities.

The Engineering team will play a critical role in the design work and oversight of parks and facility improvements that will be funded over the next few years from this master planning document.



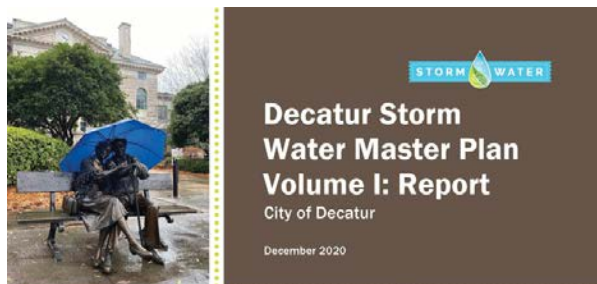
Key Challenges and Opportunities

Storm Water Master Plan

The City of Decatur has a storm water utility and invests funds from the utility to improve the storm water infrastructure through various capital projects.

The City adopted a Storm Water Master Plan in 2020 and the Engineering team is responsible for the design and implementation of the recommended projects listed in this planning document.

Decatur is a compact, vibrant city and the quality of life in the City depends on the Decatur staff managing its infrastructure to protect the local environment. The City is on the cutting edge of green infrastructure implementation.



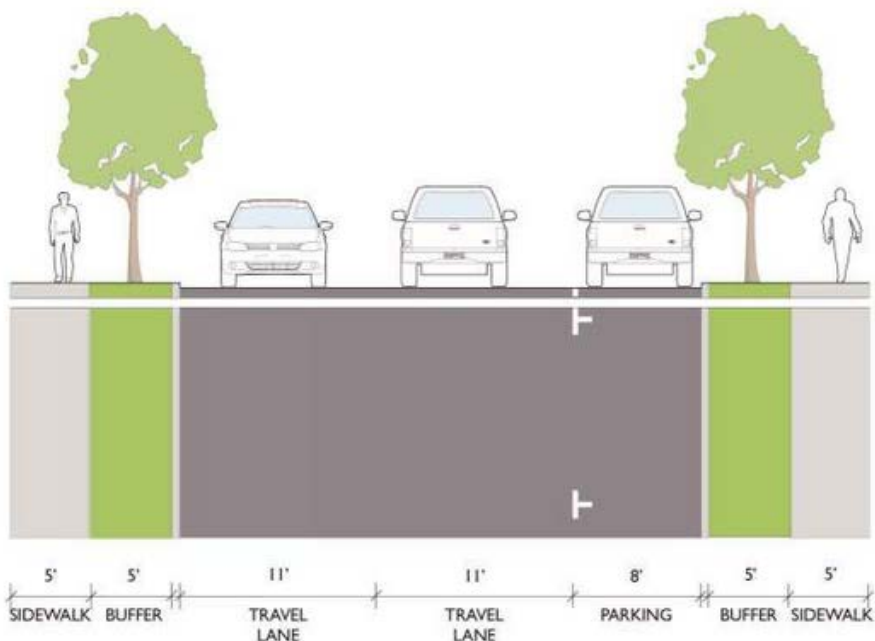
Executive Search provided by:

Key Challenges and Opportunities

Community Transportation Plan

The City of Decatur transportation planning prioritizes the safety of its citizens through progressive designs for transportation improvements. These include road designs and improvements to safely and efficiently move automobiles through the city while prioritizing pedestrians and cyclists.

The Engineering team is charged with designing road and pedestrian improvements that meet the goals of the Community Transportation Plan. The City utilizes progressive strategies to improve the quality of life in Decatur.



Executive Search provided by:

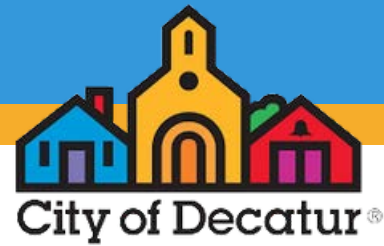
The Ideal Candidate

- Highly skilled and organized professional with a strategic mindset, capable of navigating complex problems in engineering and infrastructure management.
- Experience with the intricacies and challenges involved in managing a diverse project portfolio.
- Technically proficient engineer that can command the respect of other professionals in the field as well as elected officials, City staff, vendors, developers and citizens.
- Approaches challenges prioritizing collaboration and relationship building with stakeholders.
- Comfortable in uncomfortable situations and genuinely enjoys interacting with citizens and business owners.
- Resourceful and able to leverage the strengths of others to achieve optimal results.
- Has a passion for innovation and is a believer in pushing the envelope to develop safe infrastructure that is sustainable and meets the objectives of the City of Decatur.
- Finds energy and comfort in an organizational culture that is motivating, collaborative, and engaging.
- Out of the box thinker capable of finding innovative solutions to challenges.
- Employs an energetic and enthusiastic approach to all projects.
- Able to effectively communicate highly technical concepts to non-engineers.

Qualifications

- Bachelor's degree in civil or environmental engineering. Master's degree preferred.
- Licensed as a Professional Engineer in Georgia or if licensed in another state become licensed in Georgia within 180 days of employment.
- Significant experience in civil engineering with an emphasis on green infrastructure, innovative road configurations, pedestrian improvements and the design and management of public infrastructure capital projects.
- Knowledgeable with regard to the administration of the NPDES Phase II permit.
- Familiar with both the Certified Stormwater Plan Reviewer (CSPR) and Certified Erosion Prevention & Sediment Control Inspector (CEPSCI) Programs.
- Proven ability to work in a team environment.
- Contributes to the profession and actively engages in professional development.

For a full copy of the job description, please check out the [Sr. City Engineer Senior Engineer Job Description](#):



Application Process

To apply for the City of Decatur Senior Engineer position, please send your resume and a two-sentence value proposition articulating why you believe you are the right fit for this position.

Please send a resume and a two-sentence value proposition as a PDF to:

warren@sumterconsulting.com

Warren Hutmacher, Executive Recruiter

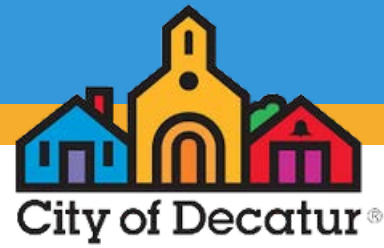
For more information on this position, including supplementary documents and resources, visit the recruitment webpage at:

[City of Decatur Senior Engineer Recruitment Page](#)

The first review of resumes will take place on April 26, 2024.

Please refrain from communicating with the staff or elected officials with the City of Decatur. Please direct inquiries, concerns or problems to Sumter Consulting.

SENIOR ENGINEER RECRUITMENT



CITY OF DECATUR, GEORGIA Compensation and Benefits

The City will cover your ongoing professional development investments

Health Insurance is heavily subsidized for employees, including those with family coverage

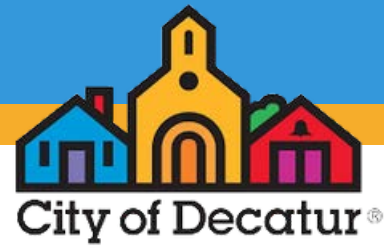
- City participates in a defined benefit program for retirement and has a 457 retirement plan. ✓
- Employer paid professional development ✓
- Generous vacation and sick leave. ✓
- Tuition reimbursement program. ✓
- _____
- _____
- _____
- _____

City will provide you with the latest technology and equipment

For more information on City benefits [click here](#)

Target salary is **\$85,000 to \$101,000**. This is a subset of the full range for the position band

SENIOR ENGINEER RECRUITMENT



Hiring Process and Projected Timeline

RESUME & VALUE PROPOSITION

Email both documents to:
warren@sumterconsulting.com



FIRST REVIEW OF RESUMES

First review is on April 26, 2024



SEMI-FINALIST INTERVIEWS

First interview with Sumter Consulting

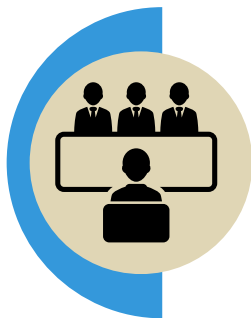
Projected date
Early May, 2024



FINALIST INTERVIEWS

Interview with the City of Decatur

Projected date
Late May, 2024



BACKGROUND CHECK & OFFER

Full background check to include criminal history, employment and education verification, etc..

Final candidate selected
in Early June, 2024

