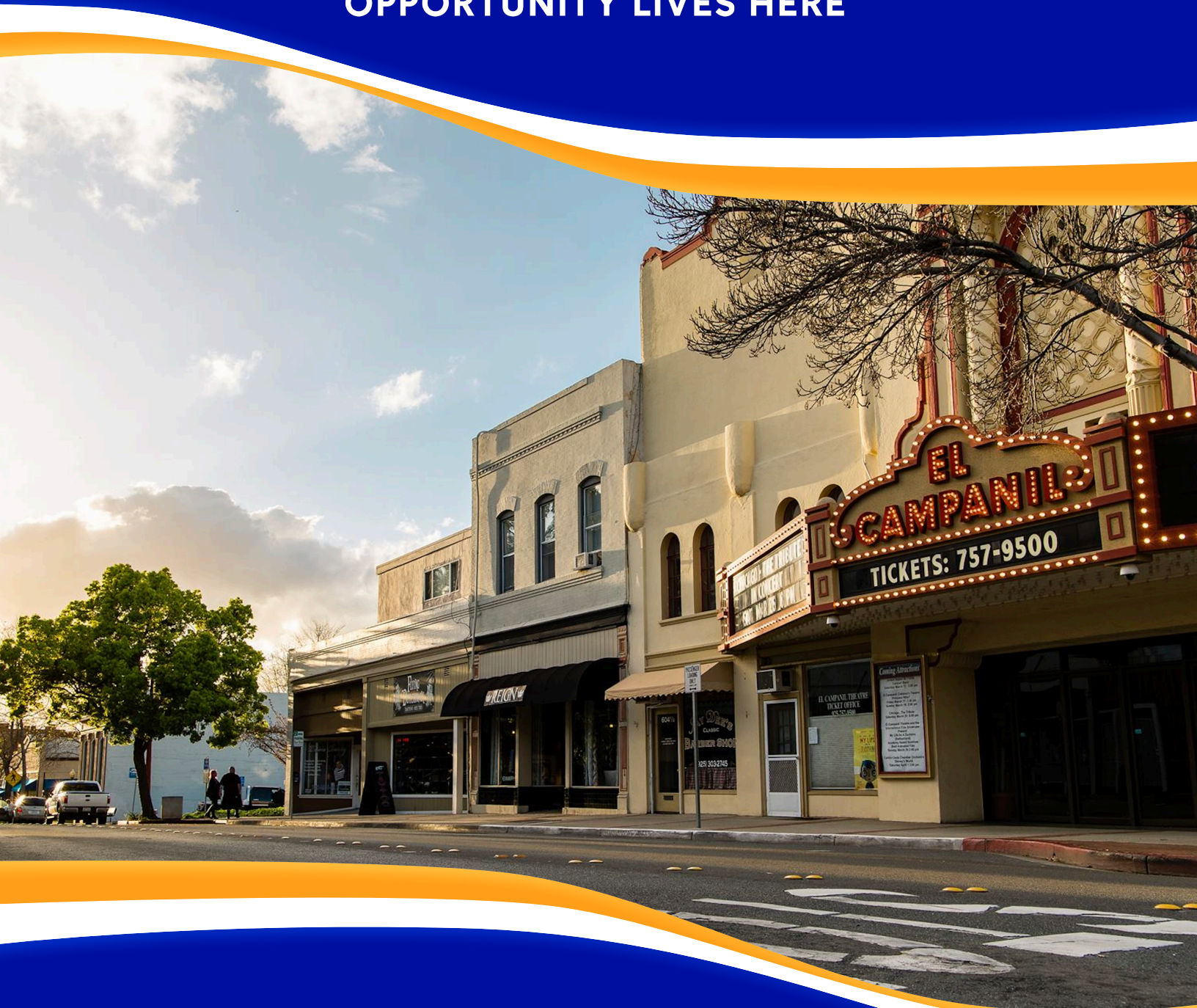


# ANTIOCH

CALIFORNIA  
OPPORTUNITY LIVES HERE



We Are Now Accepting  
Applications For The Role Of  
**ASSISTANT CITY ENGINEER**





## THE CITY

Antioch is one of California's oldest cities, with a growing population of professionals and skilled workers. Situated on the banks of the San Joaquin River, the City of Antioch offers an abundance of recreational opportunities and cultural facilities and serves as a center point to Northern California, linking the San Francisco/East Bay region to Sacramento and the Central Valley. Families come to Antioch for its stunning neighborhoods, parks, and natural beauty, where the land remains plentiful and affordable compared with other parts of the Bay Area. Increased development has also created increased employment in schools, hospitals and other local service sectors. With a population of over 117,000 residents, the City of Antioch is the second largest city in Contra Costa County.

Joining the City of Antioch's senior management team offers a unique opportunity to be part of a vibrant, forward-thinking community dedicated to shaping its future. As a key member of the team, you'll play an integral role in driving meaningful change and fostering growth in a city with rich history and exciting potential. Antioch is committed to enhancing quality of life for its residents, with a focus on sustainable development, public services, and community engagement. By working alongside passionate colleagues and leaders, you'll have the chance to make a lasting impact, influence policy, and contribute to the city's vision of a thriving, inclusive, and innovative future. It's an exciting time to join Antioch—where your leadership and expertise can truly make a difference!

## THE ORGANIZATION

The City of Antioch incorporated in February 1872 as a general law city and operates under a Council-Manager form of government. Policymaking and legislative authority is vested in a five-member City Council consisting of a Mayor and four Council Members. The four Council Members are elected by District to four-year overlapping terms. The Mayor is directly elected to a four-year term. The City Council appoints both the City Manager and City Attorney. The City operates on a bi-annual budget cycle with a FY 22-23 all funds budget of over \$179 million with a General Fund of almost \$87 million. City operations has a staffing level of 385 FTEs within the departments of the City Manager, City Attorney, Community Development, Economic Development, Public Works, Police, Finance, Human Resources, Information Systems, and Parks & Recreation.



## THE POSITION AND THE IDEAL CANDIDATE

The City of Antioch is seeking a dynamic and forward-thinking Assistant City Engineer (ACE) to lead critical functions within the Community and Economic Development Department. Reporting to the Community & Economic Development Director, the ACE oversees all development engineering and non-building permitting. The ACE also manages staff and contract personnel. As a key leader in the organization, the ACE will drive improvements in development services by collaborating closely with the Planning and Building teams to modernize processes, implement electronic plan review systems, and enhance project tracking and workflows.

We're looking for a technically strong, hands-on engineering professional with a solid background in land development, infrastructure planning, and civil engineering design. The ideal candidate will be well-versed in applying innovative solutions and technology to streamline operations and elevate service delivery. A proactive, customer-focused mindset is essential, as is the ability to lead with integrity, foster collaboration across departments and work locations, and create a cohesive and high-performing team culture.

This is an exciting opportunity for a motivated and experienced civil engineer who wants to make a meaningful impact on a growing city. Candidates must have at least five years of progressively responsible civil engineering experience in development engineering (including two years in a supervisory role), a bachelor's degree in civil engineering or a related field, and a Professional Civil Engineer license in California (or the ability to obtain one within a year). Registration as a Traffic Engineer or Land Surveyor is a plus.

## QUALIFICATIONS

### Education/Training:

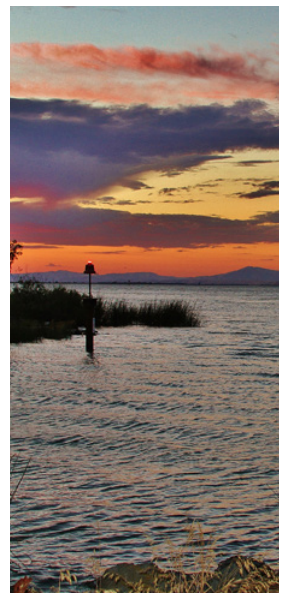
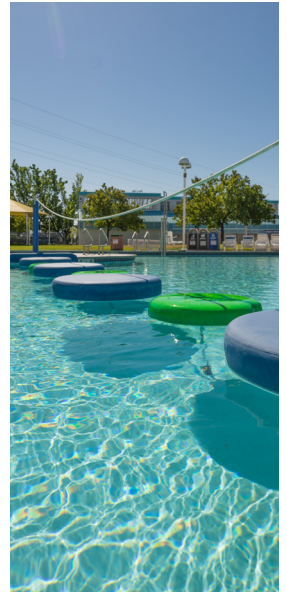
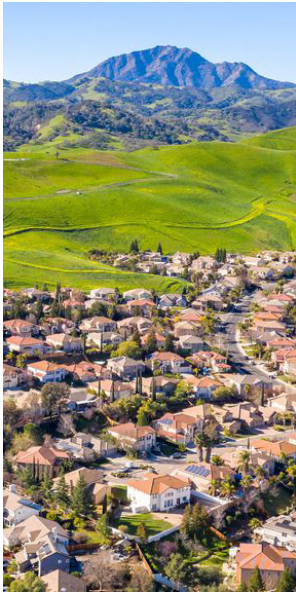
A Bachelor's degree from an accredited college or university with major course work in civil engineering or a related field.

### Experience:

Five years of increasingly responsible civil engineering experience including two years of administrative and supervisory responsibility.

### Licenses and Certificates:

- Appropriate, valid driver's license.
- Registration as a Professional Civil Engineer in the State of California, or if a registered Civil Engineer in another state, the ability to obtain registration as a Civil Engineer in the State of California within one (1) year of appointment.
- Registration as a Professional Traffic Engineer in the State of California -or- Practicing Land Surveyor in the State of California is desirable.



## BENEFITS

Monthly Salary - \$12,708 - \$15,446

- **Retirement** - California Public Employees' Retirement System (CalPERS): 2.7% @55 for classic members (employee pays 8% of employer contribution); 2% @62 for new members (employee pays 50% of the Normal Cost as determined annually by CalPERS).
- **Social Security** - The City participates in the Medicare portion only. Employee pays 1.45% of salary with matching contribution paid by the City.
- **Deferred Compensation Plan** - A Deferred Compensation Program is available with a City contributor of 2% of base pay.
- **Health & Welfare** - Cafeteria-style benefits plan with medical offered by PERS and options for dental and vision for employees and dependents. The City pays 100% of the Kaiser rate and 100% of the most populated dental plan.
- **Holidays** - 13 days per year, and up to 3 floating holidays annually.
- **Vacation** - 11 - 25 days accrued per year depending on length of service.
- **Administrative Leave:** 80 hours annually granted in January of each year.
- **Sick Leave** - Accrue 12 days per year.
- The City offers an array of additional benefits including life and LTD insurance: EAP, bereavement and jury leave programs, gym/health club reimbursement sick leave conversion, vacation buy-back and medical after retirement.



## APPLICATION PROCESS

**CLOSING DATE | May 22, 2026**

To apply for this exciting career opportunity, please send a compelling cover letter and your detailed resume electronically to:

[apply@bobhallandassociates.com](mailto:apply@bobhallandassociates.com).

Should you have any questions regarding this position or the recruitment process, please contact:

**Maria Fierner (925) 448-0660.**

Application materials will be screened in relation to the criteria described in this brochure. Candidates deemed to be the most highly qualified will be invited to participate in the selection process. The selection process will include phone interviews with the most qualified candidates, panel interviews, and final interviews with the City Manager. Appointment is subject to completion of a thorough background and reference checks, and pre-employment medical exam.

**Apply today and become part of an amazing team!**

