

Pottawattamie County County Engineer

SALARY	\$158,000.00 - \$180,000.00 Annually	LOCATION	Council Bluffs, IA
JOB TYPE	Full-time	JOB NUMBER	2025-028
DEPARTMENT	Secondary Roads	OPENING DATE	08/06/2025
CLOSING DATE	10/3/2025 12:00 AM Central		

ANNOUNCEMENT & PURPOSE OF POSITION

Pottawattamie County is seeking a dedicated and innovative County Engineer to lead and oversee critical infrastructure projects that support the safety, efficiency and growth of our County. This is an opportunity to join a collaborative team committed to public service, while managing a wide range of engineering responsibilities.

Work involves responsibility for the efficient, economical and good-faith construction and maintenance of all secondary roads in the County; pursuant to Iowa Code section 309.21 and related applicable sections, as well as Board policy, to adopt methods and recommend personnel and equipment necessary to continuously maintain the county's road system in the best condition practicable. Work requires a license as a State of Iowa Professional Civil Engineer. Supervision is exercised over professional, technical and administrative staff. Work is performed according to the Code of Iowa, Iowa Department of Transportation standard specifications and plans, and County policy.

Pottawattamie County offers employees a strong benefit plan at a reasonable cost. Our benefit offerings include health, dental, vision, life insurance, long-term disability, and other voluntary benefits.

To highlight some of our amazing benefits:

- *We offer a family plan at \$233.82/individual plan at \$98.94 per month cost to the employee, with an additional \$30 savings if the employee participates in the wellness program.*
- *\$1500 family deductible*
- *100% employer paid long-term disability coverage*
- *Premium free dental coverage*
- *generous paid time off; sick leave and vacation leave*
- *IPERS retirement; Unlike benefits from other retirement plans, IPERS benefits aren't tied to the performance of the stock market. With IPERS, you don't need to make complicated investment decisions for your retirement dreams to become a reality.*

For full details on Pottawattamie County's extensive benefits, view the [Benefit Guide!](#) ([Download PDF reader](#)).

ESSENTIAL FUNCTIONS

Plans, organizes, directs, and coordinates the administration, maintenance, design and construction of roads, bridges, culverts and special projects for the Secondary Roads department.

Develops and implements approved Five Year Construction Program. Provides short and long-range planning for construction and maintenance projects by analyzing road deficiencies. Ensures adequate road signage for safety to the traveling public.

Develops and presents annual departmental budget, reports, and programs in accordance with the Iowa Code and Iowa Department of Transportation regulations. Reviews expenditures and makes recommendations to meet departmental needs.

Meets with the Board of Supervisors to discuss issues such as road projects and recommend alternative solutions to problems; provide feedback to the Board and public on matters such as relevant state and federal legislation which impact county road projects.

Coordinates County Engineer functions with other county departments; develops department goals and objectives, policies and procedures, methods and standards, and improvements to enhance effectiveness and efficiency.

Performs personnel management functions such as staffing, scheduling, assigning and reviewing work duties, conducting performance evaluations and administering disciplinary actions. Administers collective bargaining agreement and personnel policies in a fair and consistent manner to ensure compliance and achieve productivity and motivation of employees.

Maintains positive public relations for the department through proper management and direction of all activities while ensuring goals and objectives are met.

Delegates responsibility and directs subordinate staff in areas such as:

- Conducting periodic inspections of roads, bridges, access ways and drainage structures/areas to ensure proper maintenance, timely repair and replacement as needed.
- Constructing, maintaining and repairing roads, bridges, and rights-of-way; scheduling projects such as resurfacing, patching, reconstruction, modification, replacement, and repair.
- Removal of snow from county roads; scheduling plowing, sanding, and removal equipment; authorizing call-in of employees to assist with emergency equipment operations.
- Developing specifications for and recommending the purchase of equipment and materials; ensuring that purchases such as parts, equipment repairs, and materials are in the county's best interest.
- Erecting, replacing, and repairing road signs.

ESSENTIAL KNOWLEDGE, EXPERIENCE AND ABILITY

Knowledge of engineering practices, methods, materials and equipment.

Knowledge of applicable county, state and federal laws, policies and regulations which impact departmental activities.

Knowledge of and the ability to apply personnel management techniques and skills including but not limited to planning, assigning, supervising and appraising the work of subordinates.

Knowledge of safety procedures and applicable state and federal standards concerning occupational hazards, employee safety and other safety precautions.

Ability to plan and implement comprehensive departmental work programs.

Ability to interpret and utilize a variety of advisory and design data and information such as budgets, project plans and drawings, inspection reports, DOT directives, long-range construction program, policy and instructional manuals, Iowa Code, etc.

Ability to communicate orally and in writing with the Board of Supervisors, DOT, attorneys, engineers, general public, contractors, consultants and vendor representatives.

Ability to apply algebraic and trigonometric formulas. Ability to interpret inferential statistical reports and/or formulation and equation data.

Ability to exercise the judgment, decisiveness and creativity required in situations involving the direction, control and planning of an entire program or multiple programs

ESSENTIAL EDUCATION, CERTIFICATION AND/OR LICENSES

Must possess a valid driver's license at the time of hire and maintain it throughout the course of employment.

Must possess a bachelor's degree in civil engineering from an accredited college or university.

Must be licensed as a Licensed Professional Engineer in the State of Iowa, or eligible for Iowa licensure by endorsement at the time of appointment. Registration as a land surveyor in Iowa is preferred, however, not required.

Employer

Pottawattamie County

Address

227 South 6th Street

Council Bluffs, Iowa, 51501

Phone

712-328-5799

Website

<https://pottcounty-ia.gov/>