



THE CITY OF PLANT CITY, FL
INVITES YOUR INTEREST IN THE POSITION OF
CITY ENGINEER

THE COMMUNITY

The City of Plant City is seeking a forward-thinking, collaborative engineering leader to serve as its next City Engineer. This is a key executive-level position responsible for shaping the City's infrastructure strategy, guiding capital investment, and supporting continued growth in one of Central Florida's most strategically located communities.

Reporting to the City Manager, the City Engineer serves as the City's chief professional engineer and infrastructure advisor, providing expert guidance to executive leadership and elected officials on capital planning, system resiliency, regulatory compliance, and long-term risk management.

This is an opportunity to lead a high-performing department, influence major public investments, and play a central role in delivering infrastructure that supports economic development and quality of life.

ABOUT THE CITY

Plant City (population ~42,700) is located along the I-4 corridor between Tampa and Orlando, offering access to major markets while maintaining a strong sense of community identity. Known as the "Winter Strawberry Capital of the World," the City blends small-town character with steady growth and economic opportunity. The City is a full-service municipal organization providing police, fire, EMS, utilities, public works, engineering, and community services. With approximately 567 employees and a total budget of \$147.8 million, including a \$27.8 million capital improvement program, Plant City is actively investing in infrastructure to support continued growth and development.



THE ROLE & IMPACT

The City Engineer serves as a department director and strategic leader, responsible for the planning, delivery, and oversight of municipal engineering services, including:

- Capital improvement program (CIP) planning and execution.
- Stormwater management, floodplain administration, and regulatory compliance (MS4, NPDES, CRS).
- Engineering review of private development.
- Infrastructure risk assessment and resiliency planning.
- Department leadership, budgeting, and consultant management.

This position plays a central role in aligning infrastructure investment with the City's growth strategy, ensuring that development, capital delivery, and long-term system performance are coordinated and sustainable.

The City Engineer works in close coordination with other departments, including Utilities, Planning, and Public Works, to deliver integrated infrastructure solutions.

KEY PRIORITIES FOR THE CITY ENGINEER

- Advance capital project delivery to support growth and development.
- Strengthen development review processes while maintaining high standards.
- Enhance stormwater system performance and resiliency.

- Provide clear, strategic guidance to executive leadership and elected officials.
- Build and lead a high-performing, accountable engineering team.

IDEAL CANDIDATE

The ideal candidate is a technically strong and strategically minded leader who brings both engineering expertise and the ability to operate effectively at the executive level. They will be:

- A confident advisor to senior leadership and elected officials.
- A team-oriented leader who sets clear expectations and drives accountability.
- A problem-solver who anticipates challenges and develops practical, forward-looking solutions.
- An effective communicator who can translate complex technical issues into clear policy and investment decisions.
- A collaborative partner across departments, stakeholders, and the development community.

MINIMUM QUALIFICATIONS

- Bachelor's degree in Civil Engineering or a closely related field (Master's preferred).
- At least seven (7) years of progressively responsible engineering experience, including leadership responsibility for staff, budgets, and capital projects.
- Demonstrated experience in municipal or public-sector engineering, including infrastructure project



delivery and regulatory compliance.

- Licensed as a Professional Engineer (PE) in Florida, or ability to obtain via reciprocity within three (3) months.

PREFERRED QUALIFICATIONS

- Ten (10)+ years of relevant experience
- Experience with stormwater systems, NPDES/MS4 compliance, FEMA programs, and floodplain management.
- Certified Floodplain Manager (CFM), or ability to obtain.
- Training or experience in public-sector leadership, organizational management, or executive development (e.g., CPM or equivalent programs).

LEADERSHIP & PROFESSIONAL DEVELOPMENT

The City of Plant City values continuous improvement and leadership development. The selected candidate will be supported in pursuing professional growth opportunities, including executive-level training programs.

COMPENSATION & BENEFITS

The salary range for this position is \$112,611 – \$183,580, with starting salary dependent on qualifications.

The City offers a competitive executive compensation package, including:

- \$4,800 annual vehicle allowance.
- 8% City contribution to a 401(a) retirement plan.
- Comprehensive health and benefits package.
- No state income tax.

TO APPLY

The City of Plant City has partnered with S. Renée Narloch & Associates to conduct this search. If interested in this outstanding opportunity, visit www.SRNsearch.com to apply online. Resumes will be screened according to the qualifications outlined above.

Screening interviews with the most qualified applicants will be conducted by S. Renée Narloch & Associates to determine a select group of finalist candidates who will be asked to provide references. References will be contacted only with candidate consent. A comprehensive interview process will be held with the City. Candidates will be advised of the status of the recruitment following the selection of the City Engineer.



The first review of applications will occur on May 18, 2026. The position will remain open until filled.

JOIN THE TEAM

The City of Plant City is seeking a collaborative, forward-thinking leader to join its executive team and help guide the

City's infrastructure investments during a period of continued growth and opportunity.

Questions regarding this recruitment may be directed to:

Ms. S. Renée Narloch, President
S. Renée Narloch & Associates
info@SRNsearch.com | 850.391.0000
www.SRNsearch.com

The City of Plant City is an equal opportunity employer. *Under Florida's Public Records/Sunshine Laws, applications and resumes are subject to public disclosure.*

