



SEMINOLE COUNTY, FL
INVITES YOUR INTEREST IN THE POSITION OF
COUNTY ENGINEER

THE COMMUNITY

Seminole County is ideally located in beautiful Central Florida, 25 miles from downtown Orlando and less than an hour's drive to world-class beaches along the Atlantic Ocean. The County is part of the Orlando-Kissimmee-Sanford Metropolitan Statistical Area and is the third most densely populated county in the state (est. pop. 494,605).

Home to seven incorporated municipalities, including the county seat of Sanford, Seminole County continues to be one of the fastest-growing counties in Florida. It has the fifth-highest taxable value in Florida based on value per square mile.

Bordered on three sides by pristine rivers and a vast lake, including the Wekiva River to the west, St. Johns River to the east, and Lake Monroe to the north, Seminole County is an ideal vacation spot for those seeking the beauty of nature.

Nestled among charming historical villages and quaint towns and surrounded by the beauty and sense of Old Florida, Seminole County has 344 square miles of lush tropical foliage, 2,000 fresh-water lakes and rivers, and diverse wildlife that offers the classic Florida experience of enjoying peaceful rivers, fishing, boating, hiking, and more.

Just a short drive from all the major attractions of Central Florida, Seminole County offers excellent accommodations, fine dining, upscale shopping, superb golf courses, and state-of-the-art sports facilities and training complexes.

The Greater Orlando Metropolitan District, which includes Seminole, Osceola, Lake, and Orange counties, together with neighboring coastal counties of Volusia and Brevard, creates a viable, progressive, and diverse setting for economic growth and residential development.

The County is a hotbed for economic development. It attracts significant business operations worldwide, including the American Automobile Association (AAA), Verizon Communications, Mitsubishi Hitachi Power Systems, Deloitte Consulting, LLP, Faro Technologies, and Convergys.

The County has over 24 active and passive parks, over 40 miles of paved trails, eight wilderness areas encompassing over 6,600 acres, and more.

Seminole County Public Schools (SCPS) is renowned as a Premier National School District. SCPS has more than 67,000 students and is the 12th largest school district in Florida and 60th nationally. It boasts 37 traditional elementary schools, 12 middle schools, and 9 high schools. For higher



education, Seminole County is in close proximity to more than 35 colleges, universities, technical schools, and private institutions, most notably Seminole State College, as well as continuing education programs that offer ongoing opportunities for workers to sharpen their skills.

The community hosts many special events, including the Scottish Highland Games, Love Your Shorts Film Festival, Central Florida BBQ Blowout, Red Hot and Boom, and more.

With a median age of 39, a median household income of \$70K, and 40% of the County's population possessing a bachelor's degree or higher, Seminole County is often considered a microcosm of the United States.

With its mild climate year-round, natural beauty, and proximity to endless amenities and attractions, Seminole County continues to be a community of choice with an exceptional quality of life.

THE AGENCY

Seminole County is a Home Rule Charter County and operates under an elected County Commission and appointed County Manager form of government. The Board of County Commissioners is comprised of five members serving staggered terms of four years. Each Commissioner represents one of the five County Commission districts, and the Commissioners are elected countywide. The Commission elects the Board Chair annually each November.

The Constitutional Offices of Sheriff, Property Appraiser, Tax Collector, Clerk of the Circuit Court and Comptroller, and Supervisor of Elections are elected every four years.

Seminole County Government has approximately 1,681 FTEs across 16 departments and an FY2026 Adopted Budget of \$1.2 billion, with public safety, water/sewer, solid waste, and transportation services accounting for 73% of the operating budget.

THE POSITION

The County Engineer oversees 28 FTEs in the Engineering Division, which is within the Public Works Department. The Division provides professional engineering support to the Board of County Commissioners and other County Departments. The primary responsibility of the Engineering

Division is the implementation of the Capital Improvement Program for County infrastructure (highways, drainage, sidewalks, trails, pedestrian bridges, and tunnels). Furthermore, the Engineering Division provides customer services/support in the areas of utility and miscellaneous facility permitting (any work that will be done in the areas where the County has jurisdiction), and surveying (plat review/approval and maintenance/records of vertical and horizontal surveying controls).

The County Engineer is responsible for administrative and supervisory work providing leadership, direction, and oversight for the Engineering Division. Responsibilities include managing, coordinating, and delivering all aspects of Seminole County's Transportation and Stormwater Capital Improvement Program (CIP), including planning, design, permitting, and construction management. The role ensures the safe, efficient, and sustainable development and maintenance of county infrastructure in alignment with federal, state, and local regulations, as well as Board priorities and community needs.

Responsibilities of the County Engineer include, but are not limited to:

- Provides leadership, direction, and day-to-day management of the Engineering Division, including supervising, mentoring, and developing professional and technical staff.
- Leads the development and implementation of long-range planning policies and programs.
- Evaluates and prioritizes transportation and stormwater infrastructure needs, recommending programs and funding strategies that support growth, safety, mobility, and resilience.
- Serves as a liaison with the Florida Department of Transportation (FDOT), elected officials, consultants, citizens, and internal County departments to ensure effective collaboration and communication.
- Represents Seminole County on state, regional, and local committees to advance transportation and stormwater policy, funding opportunities, and strategic goals.
- Provides professional engineering guidance and technical expertise to County leadership, staff, and external stakeholders, while supporting responsibilities set forth in County Code and Administrative Rule.
- Develops and manages the Engineering Division operating budget and Capital Improvement Program (CIP) budget, ensuring fiscal accountability and alignment with Board priorities.
- Oversees the development, implementation, and inspection of the County Capital Improvement Program for transportation and stormwater infrastructure.
- Negotiates contracts and agreements related to division projects. Reviews and provides input on plans prepared by consulting engineers.
- Collaborates with business and industry groups, developers, community organizations, and regional, state, and local partners regarding Public Works engineering projects, programs, and best practices to promote strong, productive relationships.
- Prepares reports on Public Works engineering projects and programs; delivers presentations to the Board of County Commissioners, staff, businesses, and other stakeholders.
- Sets goals and objectives for team members to achieve operational results. Assigns work, delegates responsibilities, and monitors progress to ensure division goals are met and high-quality customer service is maintained. Responsible for hiring, training, coaching, evaluating, and recognizing staff. Handles employee concerns and takes appropriate corrective actions. Fosters a positive team environment and builds trust among staff.
- Reviews and recommends improvements to methods and procedures to enhance operational efficiency. Conducts both short- and long-term planning, scheduling, and coordination within assigned areas of responsibility.
 - On call 24-hours for emergencies such as, but not limited to, road closures due to storms, flooding, hurricanes, traffic incidents, sinkholes or other emergency situations involving infrastructure.
 - Performs such other duties as assigned.



IDEAL CANDIDATE

The ideal candidate is a leader with a solid background in engineering and experience as an effective administrator who gives clear guidance and direction, sets expectations, and holds staff accountable.

The selected candidate will be approachable and transparent, with an open and inclusive management style. The County Engineer must build relationships, both internal and external to the organization, and possess excellent interpersonal and communication skills. The successful candidate will be a self-starter who is innovative, collaborative, progressive, and solutions-oriented and will anticipate issues and provide recommendations, options, and alternatives as needed.

The County Engineer will encourage, mentor, and develop staff. Must have the skills and ability to deal tactfully and effectively with subordinates, other County personnel, various technical groups, and the general public.

Requirements include a bachelor's degree in engineering and ten (10) years of engineering experience. Must be a registered Professional Engineer in the State of Florida. A comparable amount of education, training, or experience may be substituted for the minimum qualifications. All employees must attend Seminole County required trainings, and Department specific trainings may also be required. May be required to maintain a valid Florida Driver's License.

COMPENSATION

Seminole County strives to be the employer of choice in Central Florida through competitive pay, benefits, and a positive working environment. The salary range is \$117,340-\$187,744. Starting salary is dependent upon qualifications and is accompanied by a competitive benefits package. Florida does not have a state income tax.



TO APPLY

If interested in this outstanding opportunity, visit our website at www.srnsearch.com and apply online. Position is open until filled.

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 following candidate consent. Final interviews will be held with Seminole County. Candidates will be advised of the status of the recruitment following the selection of the County Engineer. Questions may be directed to:

S. Renée Narloch, President or

Elliott Pervinich, Vice President

S. Renée Narloch & Associates

info@srnsearch.com | 850.391.0000

www.srnsearch.com

Seminole County Government fully commits itself to providing equal opportunities to all persons regardless of race, color or national origin, sex, age, political affiliations or beliefs, religious beliefs, or disability. The County values veterans' service and supports the recruitment of veterans. As such, Veterans' Preference will be given per Chapter 295 of the Florida Statutes for veterans who meet the minimum requirements.

In accordance with Florida's Public Records/Sunshine Laws, resumes and applications are subject to public disclosure.



**S. RENÉE NARLOCH
& ASSOCIATES**

PROFESSIONAL EXECUTIVE RECRUITMENT