

ASSISTANT CITY ENGINEER

CITY OF ELGIN, ILLINOIS



MGT is pleased to partner with the City of Elgin to identify top-tier candidates for the Assistant City Engineer position. This newly created position offers an exciting opportunity to play a key leadership role in a growing engineering department within one of Illinois' largest cities. Elgin has a resilient history and strong, diverse community that continues to embody a desire for an even brighter future. This is a unique opportunity to contribute to shaping an organization with a commitment to economic development and major infrastructure investment.

ABOUT THE CITY OF ELGIN

Situated along the scenic Fox River approximately 38 miles northwest of downtown Chicago, Elgin (pop. 115,000) is a dynamic and diverse city with convenient access to major regional transportation corridors, including Interstate 90, providing direct connectivity to Chicago and the broader metropolitan area, and U.S. Route 20 (U.S. Grant Memorial Highway). Founded in 1835, Elgin has evolved from an agricultural river town and manufacturing hub into a fast-growing city. Elgin offers a compelling mix of urban amenities, cultural and arts opportunities, and suburban livability. Residents enjoy a vibrant downtown, access to the Fox River, an extensive park and trail system, and convenient access to three Metra stations and Pace local bus services.

The City of Elgin operates under a Council-Manager form of government, with the Mayor and City Council establishing policy direction and the City Manager overseeing day-to-day operations. The City's total budget for FY26 is \$407.6 million, with an FY26 Capital Improvement budget of \$113.1 million. The Engineering Department is a core component of service delivery, ensuring safe streets, reliable utilities, effective stormwater management, and forward-looking infrastructure solutions for residents and businesses. This position reports directly to the Public Services Director. This role has supervisory responsibility, overseeing other members of the engineering team.



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THE POSITION

The Assistant City Engineer has a crucial role in contributing to the City's land development review process and Capital Improvement Program (CIP). Reporting to the Public Services Director, this role leads the Engineering Division, supervises staff, and manages a broad portfolio of infrastructure projects from planning and design through construction and acceptance.

Responsibilities include:

- Lead development review, right-of-way permitting, and acceptance of public improvements to support safe, compliant growth.
- Plan, design, and manage public works and utility projects within the City's Capital Improvement Program.
- Oversee engineering plans, cost estimates, bid documents, consultant contracts, and construction inspection.
- Supervise and mentor Engineering Division staff and coordinate projects across departments and agencies.
- Serve as a technical expert in transportation, stormwater, water, and sanitary sewer systems.
- Engage with developers, contractors, the public, and City Council as a professional engineering representative.



Examples of ongoing and upcoming engineering projects:

- Two major Fox River bridge projects
- Multi-phase Dundee Avenue corridor reconstruction
- \$8.5 M local roadway paving budget
- Pavement Inventory and Condition Rating program
- Bridge Inventory, Inspection and Rehabilitation program
- Multiple roundabout planning and construction projects
- US Route 20 urban section Phase I
- Green Infrastructure/Flood mitigation projects

ELGIN AT-A-GLANCE

Population: 115,000

Workforce: 770 City employees

Counties: Kane & Cook

Land Area: 38.03 sq mi

Households: 39,317

Average Household Income: \$90,282

Median Home Value: \$273,000

Racial Composition: 34.9% White; 48.7% Hispanic or Latino (any race); 6.7% Asian; 5.4% Black or African American; 2.3% American Indian & Alaska Native



MINIMUM QUALIFICATIONS

- Bachelor's degree in civil engineering or closely related field required.
- Five (5) years or more of professional civil engineering experience, preferably in municipal infrastructure, development review, or capital project management. The City is highly open to considering candidates from the private sector who can demonstrate relevant experience and an understanding of public sector operations and regulatory requirements.
- Licensed State of Illinois Professional Engineer (P.E.), or ability to obtain through reciprocity within six (6) months of hire.
- Proficiency with Microsoft Office Suite (Excel, Word, Outlook, PowerPoint) and Adobe Acrobat.
- Valid driver's license and acceptable driving record.

COMPENSATION AND BENEFITS

The full salary range is \$122,000 - \$196,000 +/- DOQ. Residency is not required. The City of Elgin offers a comprehensive benefits package, including: potential for limited remote work capabilities; paid vacation, sick, holiday time; BCBSIL PPO/HMO health insurance; dental insurance, life insurance, eight (8) weeks of paid parental leave; optional 457(b) deferred compensation plans; flex spending (FSA) options; professional development budget; fitness center; and Illinois Municipal Retirement Fund pension eligibility.

IDEAL CANDIDATE ATTRIBUTES

The City seeks an experienced, collaborative, and forward-thinking engineering professional who:

- Possesses strong knowledge of civil engineering principles and practices in a municipal context.
- Has a proven track record of managing public infrastructure projects, including design, cost estimating, construction oversight, and grant management.
- Is a confident communicator, comfortable presenting technical information to elected officials, boards, and residents.
- Demonstrates strong leadership and supervisory skills, fostering teamwork and professional development among staff.
- Exercises sound judgment and discretion, balancing technical requirements with community needs and expectations.
- Brings innovative, sustainable approaches to stormwater management, transportation, and capital planning.
- Has familiarity with a CAD system and NaviLine, or another similar financial enterprise system.

HOW TO APPLY

Apply online at www.GovHRjobs.com with a resume and cover letter by the application deadline of May 15, 2026. Confidential inquiries may be directed to Ashley Eccles at 847-380-3240 x134. *The City of Elgin is an Equal Opportunity Employer*