



City of
aiken

CITY ENGINEER

CITY OF AIKEN, SOUTH CAROLINA

THE COMMUNITY

Aiken is a charming and historic city nestled in the heart of South Carolina known for its rich equestrian culture, beautiful natural surroundings, and warm Southern hospitality. Founded in 1835, and with a current population of 32,947, Aiken is the most populous city in, and the county seat of, Aiken County. Located in the western part of the state, Aiken has long been recognized as a hub for horse lovers, particularly in the areas of thoroughbred racing and polo. The city's horse district, with its scenic trails, training facilities, and iconic Hitchcock Woods—one of the largest urban forests in the U.S.—is a central part of its identity, drawing visitors and residents alike.

Aiken boasts a vibrant downtown area filled with local shops, art galleries, and restaurants, all nestled among historic homes and tree-lined streets. The city's rich history is reflected in its well-preserved architecture and cultural institutions, including the Aiken County Historical Museum and the Aiken Thoroughbred Racing Hall of Fame.

The community is known for its commitment to preserving its small-town charm while offering modern amenities. Aiken is a family-friendly city with excellent schools, community parks, and recreational facilities. It also serves as a regional center for education and healthcare, with institutions such as the University of South Carolina Aiken and Aiken Regional Medical Centers playing key roles in the community.

Aiken's residents enjoy a mild climate, making outdoor activities popular year-round, from hiking and golfing to attending cultural festivals and events. The city has a welcoming and diverse community, with a strong sense of civic pride and a commitment to maintaining its unique character while embracing growth and development. Perhaps what truly sets Aiken apart is its unique way of embracing life – a fusion of Southern hospitality, a deep connection to the equestrian world, and a thriving cultural landscape that captures the spirit of both past and present.



THE ORGANIZATION

The City of Aiken operates under a council-manager form of government, with six City Council members elected by district and an at-large elected Mayor. The City is organized into several departments, each responsible for specific functions critical to community services. Key departments include: Administration, Finance, Human Resources, Public Safety, Engineering and Utilities, Planning, Parks, Recreation and Tourism, Public Services and Municipal Court. The City of Aiken currently employs 395 FTEs and has a FY24-25 budget of \$85.8 million.

THE DEPARTMENT

The Engineering & Utilities Department is tasked with the construction, repair, maintenance, and replacement of Aiken's infrastructure, encompassing water, wastewater, stormwater, and streets, and assisting with large-scale correlated parks projects. Its primary responsibilities include the routine operation and maintenance of the city's water, sanitary sewer, and stormwater utility systems, as well as the long-term upkeep of city streets and sidewalks. The department also handles the regular maintenance of the regional airport and industrial parks and manages roadway corridor improvement projects, which include enhancements for bicycles and pedestrians. Additionally, the department administers the city's Municipal Separate Storm Sewer System (MS4), along with programs for Fats, Oils & Grease (F.O.G.), backflow prevention, and fire hydrant flushing.

Support services provided by the department include Geographic Information System (G.I.S.) mapping and data services, a GIS-based work order system, Computer-Aided Design & Drafting (CADD), technical reviews of developer plans, program development and project management, contract and grant administration, construction inspection, and the ongoing operation of the city warehouse. The department currently employs 95 FTEs and has a FY24-25 budget of \$18.5 million.



THE POSITION

The City Engineer is responsible for designing, planning, and overseeing various construction projects, ensuring their successful completion within budget and on schedule. The City Engineer reports to the Director of Engineering and Utilities and directly supervises an Assistant City Engineer, Junior Engineer, and Engineering Technician. Additionally, the City Engineer:

- Manages the daily operations of the division to ensure open communication and teamwork. Responds promptly to requests from local citizens, key stakeholders, City Council, City Management, and Engineering staff, while adhering to federal and state regulations, as well as City codes, policies, and design standards.
- Conducts feasibility studies and site investigations.
- Attends City Council meetings as needed.
- Plans, directs, and coordinates the public utility services provided for citizens; evaluates and identifies present and future community needs; formulates long and short-range public utility plans; meets with developers and citizens regarding new water and sewer services.
- Oversees the City's compliance with South Carolina Department of Environmental Services (SCDES).
- Responsible for planning, directing, and coordinating engineering and utility reviews of plans and requests for services for all commercial and private developments.
- Develops and manages the implementation of the City water/sewer/storm water utility infrastructure rehabilitation strategic plan.
- Supervises the drafting services of Engineering for other City departments and engineering projects; administers building and grading permits.
- Identifies and evaluates present/future budgetary needs, establishes priorities, formulates long/short range plans, researches and develops new strategies.
- Serves as Department Head in the Director's absence.

Upcoming Project Highlights

- ⇒ \$75mil New Water Treatment Plant
- ⇒ \$45mil of New Roads, Bridges and Road Widening Projects
- ⇒ Approximately 16,000 feet of new 24inch Sanitary Sewer Line Improvements
- ⇒ Approximately 25,000 feet of New Water Lines, Valves and Hydrants
- ⇒ Sidewalk and Pedestrian Crossing Projects with USDOT "Safe Streets For All (SS4A)"



DESIRED CAPABILITIES

The City Engineer should have strong experience in utility systems, stormwater management, and land development across residential, commercial, and industrial projects. They should also understand public policy and regulations affecting city infrastructure.

The City Engineer must be able to develop practical, timely, and cost-effective engineering solutions while balancing short-term needs with long-term goals. Key leadership qualities include the ability to connect with and motivate team members, stakeholders, and the public. They should be decisive under pressure and open to constructive feedback to encourage continuous improvement.

The City Engineer should be able to assess current systems, identify gaps, and lead changes that support the city's growth. Innovation and adaptability are important for addressing infrastructure needs, enhancing sustainability, and improving resilience. Experience in standardizing processes to ensure efficiency and continuity is also essential.



LEADERSHIP OPPORTUNITIES

Team Development and Collaboration

The City Engineer plays a key role in team development and mentorship. By supporting professional growth, promoting constructive feedback, and fostering teamwork, the City Engineer will help maintain a strong and goal-focused department. Encouraging collaboration among staff, other departments, and external partners will continue to strengthen working relationships and shared expertise.

Understanding Standards and Providing Solutions

A priority for the City Engineer is to become familiar with local, state, and federal standards, especially in utility systems, stormwater management, and land development. With this knowledge, the City Engineer can lead solutions that promote community well-being and uphold engineering standards.

Improving Efficiency and Innovation

The City Engineer can lead efforts to streamline processes, improve timelines, and reduce costs, while also focusing on continuous improvement and innovation to strengthen the city's infrastructure.

Standardizing Processes for Continuity

To ensure smooth operations despite potential staff changes, the City Engineer can standardize and document processes. This will allow the department to function efficiently and adapt to future needs.



EDUCATION AND EXPERIENCE

This position requires a bachelor's degree in civil engineering or related field from an accredited college or university (master's degree preferred). Registration as a Professional Engineer (P.E.) by the state of South Carolina. Proven experience as a Civil Engineer, with a minimum of seven years of relevant work experience. Proficiency in civil engineering design software, such as AutoCAD, Civil 3D, or similar tools. Strong knowledge of civil engineering principles, codes, and standards. Excellent analytical and problem-solving skills. Ability to manage multiple projects simultaneously and meet deadlines.

COMPENSATION AND BENEFITS

The salary range for this position is \$124,259 - \$137,136. In addition, the City of Aiken provides a comprehensive benefits package which includes: medical, dental and vision insurance, free access to an employee health care center, life insurance, short term disability insurance, vacation and sick leave, parental leave, paid holidays, City of Aiken's Defined Contribution Retirement Plan, voluntary deferred compensation plan, tuition reimbursement, employee assistance program, and longevity pay. Relocation assistance is available.

APPLICATION AND SELECTION PROCESS

We invite qualified professionals to submit a cover letter and resume by visiting our website at:

www.governmentjobs.com/careers/bakertilly

This position is open until filled. We will evaluate all applications against the criteria outlined in this brochure. For more information, please contact Yolanda Howze at yolanda.howze@bakertilly.com or 312.240.3401.

For more information about the City of Aiken, please visit: <https://www.cityofaikensc.gov/>

