Deadline Extended and Salary Range Increased!

CHIEF ENGINEER
Apply by November 29, 2024

Welcome to St. Johns County, a coastal paradise abounding in lush greenery, beautiful beaches, a booming economy, a deeply rich history, and a family-friendly environment. The area has rightly received much praise and recognition nationally and internationally. The County is located in northeastern Florida, just 35 miles south of Jacksonville and 74 miles east of Gainesville. St. Johns County is home to the famed cities of St. Augustine and St. Augustine Beach, as well as multiple unincorporated communities. Niche.com ranked St. Johns County #4 out of 67 for Best Counties to Live in Florida and #55 of 2,768 for Best Counties to Live in America (2023). Teeming with Florida sunshine, outdoor activities, family events, and kindhearted neighbors, it's a place that many love to call home.

Ranked #2 for Best Counties for Outdoor Activities out of 67 Florida counties (Niche, 2023), it is more of a question of what can't be done in St. Johns County. Fishing, kayaking, hiking, biking, boating, and camping are all easily accessible recreational activities. Outdoor enthusiasts will want to explore Matanzas State Forest, a 16,000-acre forest and wetlands conservation area with trails and multiple campsites. Faver-Dykes State Park is another outdoor destination where people can hike, birdwatch,

rent canoes, or go on a picnic. Guana Tolomato Matanzas National Estuarine Research Reserve and Deep Creek State Park also offer fresh air, picturesque landscapes, wildlife, and activities for the entire family.

St. Johns County offers 42 miles of coastline and reveals a vast array of beaches, such as Ponte Vedra Beach, Crescent Beach, and Mickler's Landing. Relax and unwind on the sandy shores of these beautiful beaches where the family can surf, build sandcastles, collect seashells and shark teeth, take a boat tour to watch dolphins and sea turtles, or simply enjoy the sound of the waves while reading a book under the sun.

Golfers have several great options for tee time, including the St. Johns Golf Club or the famed King & Bear Golf Course at World Golf Village. For those looking to play team sports, there are several choices for both adult and youth leagues and teams, such as basketball, volleyball, softball, and pickleball. Veterans can even find veteran-specific programs, including archery, paddleboarding, art, and kayaking. Families will enjoy events at the St. Johns County Fairgrounds. With over 90 acres of land, you can play its 25-hole disc golf course, visit the nearby St. Johns County Equestrian Center, and stay at the RV-friendly campgrounds.

Additionally, St. Johns County boasts over 30 parks, both passive and recreational. Davis Park in Ponte Vedra Beach has 137 acres comprised of six youth baseball fields, four softball fields, three soccer fields, an artificial turf field, a playground, and two dog parks (all lighted). Nocatee Preserve in Ponte Vedra has over three miles of unpaved trails for both hikers and horseback riders. Aberdeen Park in St. Johns is a 21-acre area, complete with two full-size lighted multipurpose fields, three softball fields, and an artificial turf baseball field. Alpine Grove Park is located on the St. Johns River and includes a fishing pier, a one-mile paved handicap and stroller accessible hiking trail, and an orange grove themed playground. A capital improvement project is currently underway at Treaty Park in St. Augustine. The project will provide additional pickleball courts, tennis courts, a new dog park, and additional parking. Amenities at Treaty Park include bocce ball courts, a horseshoe pit, walking trails, a playground, and a 28,000-square-foot concrete skate park with ½ pipes, rails, ledges, banks, and more.

Walking through historic St. Augustine itself is like walking through centuries of history. Known as the nation's oldest city, St. Augustine is a unique mix of Spanish, British, and early U.S. influence. No outing is complete without visiting Castillo de San Marcos National Monument or the double-leaf bascule Bridge of Lions.

Experience the vibrant cultural and performing arts scene of St. Johns County through annual festivals and events celebrating music, art, food, and heritage, such as the Sing Out Loud Festival, the Fort Mose Jazz & Blues Series, the Gamble Rogers Music Festival, and the St. Augustine Celtic Music & Heritage Festival. The St. Augustine Amphitheatre on Anastasia Island seats nearly 5,000 and hosts multiple concerts, bands, and comedic specials throughout the year. Other favorites include the Ponte Vedra Concert Hall in Ponte Vedra Beach and the Limelight Theater in St. Augustine.

For those requiring a more educational experience, you may want to visit the Lightner Museum in St. Augustine, known as "Florida's Smithsonian," due to its five floors and various galleries, or the Lincolnville Museum and Cultural Center (listed with the National Register for Historic Places) which commemorates African American history. The County even enjoys a Ripley's Believe It or Not! museum. You many also want to visit any of the six branches of the St. Johns County Public Library.

Sports fans have many events and great teams to root for. Avid golfers can watch THE PLAYERS Championship each spring at TPC Sawgrass in Ponte Vedra, as hosted by the PGA Tour. Nearby are the Jacksonville Jaguars (NFL), Jacksonville Icemen (ECHL), Jacksonville Jumbo Shrimp (Minor League Baseball team in the International League), and Jacksonville Giants (basketball, ABA). Rugby fans will enjoy the Jacksonville Axemen.

Living in St. Johns County is an exceptional experience. Crime rates are especially low. CrimeGrade gives the County an A+ rating for being in the 95th-percentile for safety amongst other U.S. counties. Education in the county is taken very seriously as St. Johns County School District oversees the area's public schools. The school system is highly rated and well-known for college readiness. Healthcare is also excellent and expanding. The
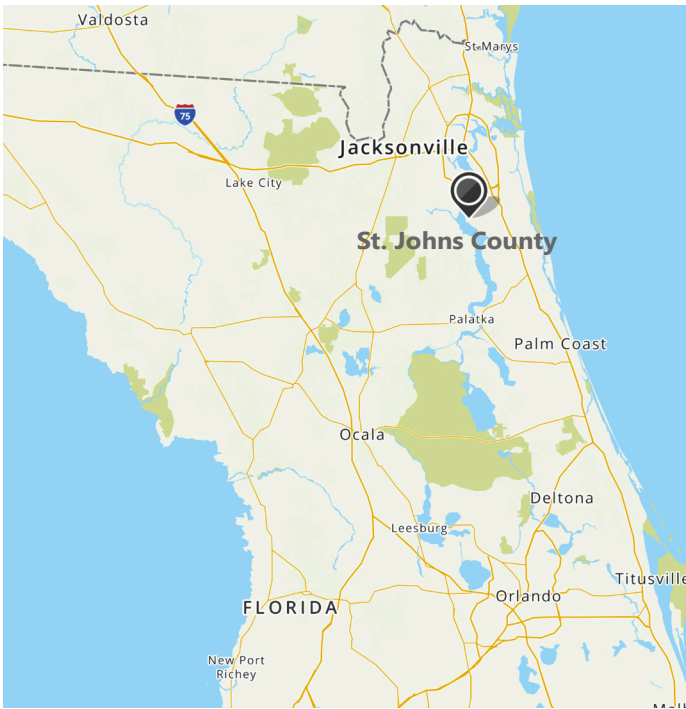
Figure 1: Location of St. Johns County, FL

University of Florida recently announced its plans to build a 42.5-acre health and wellness campus in Durbin Park with the first phase including a 150-bed hospital, medical office building, and ambulatory surgery center. This project is expected to bring over 2,000 new jobs to the area.

Overall, St. Johns County's median listing home price is $548,000, with a median sold home price of $470,000. A beautiful three-bedroom, two-bathroom house with approximately 1,800 square feet may sell for $499,990. A similar home near the beach and in certain communities may sell for $1.1 million or higher.

Those seeking higher education have many options easily found within a 150-miles radius. Local campuses include St. Johns River State College and the University of St. Augustine for Health Sciences in St. Augustine. St. Augustine is also home to Flagler College, ranked Second Best Regional College in the South by U.S. News & World Report (2022-2023) and one of the Top 25 Most Beautiful College Campuses in the U.S. by Travel and Leisure (2023). Other colleges include Florida State College at Jacksonville—Downtown Campus (30 miles north), Jacksonville University in Jacksonville (30 miles north), University of North Florida in Jacksonville (25 miles north), Sante Fe College in Gainesville (80 miles west), Daytona State College with a campus in nearby Palm Coast (40 miles south), Stetson University in DeLand (80 miles south), and the University of Central Florida in Orlando (120 miles south).

Traveling outside of St. Johns County is trouble-free by road, plane, and port. The County contains major roadways like Interstate 95 and U.S. Highway 1, providing easy access to other nearby cities. Various airport options are available like the local Northeast Florida Regional Airport in St. Augustine and the Jacksonville International Airport (47 miles north), which provides over 90 non-stop scheduled flights to 27 US markets. Other airports include Gainesville Regional Airport (72 miles west), Daytona Beach International Airport (70 miles south), Orlando-Sanford International Airport (107 miles south) and Orlando International Airport (135 miles south). The closest seaports are JAXPORT in Jacksonville (36 miles north) and Port Canaveral near Orlando (less than 140 miles south).

St. Johns County abounds in natural beauty, historic heritage, and provides an exceptional quality of life. It is an impressive place to live, work, play, and raise a family.

HISTORY

Originally populated by Native Americans, the area eventually known as St. Johns County was discovered in 1513 by Juan Ponce de Leon. He named it Florida and claimed it for the Spanish Crown. Over the next few centuries, the land passed between many countries' hands due to various wars and treaties. Though Spain recovered its authority, the country handed over its colonies of East and West Florida to the United States in 1821. Originally comprised of 39,000 square miles, St. Johns County designated the City of St. Augustine as the county seat.

Florida was a territory until it received its statehood in 1845. Less than 20 years later, Florida joined the Confederacy during the American Civil War; however, St. Augustine, remained under Union control. In 1868, Florida was readmitted to the United States.

During the 1880s, Henry Flagler chose St. Augustine to serve as a winter resort for wealthy Americans. His company reshaped much of the City's architectural look, bringing in many of the highly affluent. Though these crowds were eventually drawn to

other areas in Florida, St. Augustine remained a popular destination for travelers.

The County's quality of life draws in many who are keen to enjoy Florida's greatest features. Though no longer as physically large as during its conception, the County has become one of the fastest growing counties in the country. It has two incorporated cities, St. Augustine and St. Augustine Beach. The County also serves multiple unincorporated communities, such as Ponte Vedra, Hastings, Fruit Cove, St. Johns, Summer Haven, and Orangedale.

DEMOGRAPHICS

St. Johns County has consistently experienced population explosions over the past several decades. In fact, its population has more than doubled in the past 20 years. According to the U.S. Census, about 123,135 individuals lived in the County in 2000. That value increased to 190,039 by 2010. During the 2020 U.S. Census, the County's population size was estimated to be 273,425. Just two years later, that number jumped up to 306,841—an increase of over 33,000.

CLIMATE

Like much of northeast Florida, St. Johns County has a warm, sub-tropical climate. Summers are hot and humid. Temperatures peak in July, with an average high temperature of 90.5ºF and an average low of 72.6ºF. The area experiences high levels of humidity May through October, particularly during July and August. Winters are quite mild, especially during the day. Average high temperatures in January may reach 65º F, with average lows hitting 45.4ºF.

The County also experiences approximately 51 inches of annual rainfall, mostly between July and September. Snowfall is exceptionally rare. Like other areas of Florida, St. Johns County has its fair share of hurricanes.

GEOGRAPHY

St. Johns County is located in northeast Florida, nestled between Duval and Flagler Counties along the East Coast, and is part of the Jacksonville metropolitan area. The County is approximately 822 square miles, comprised of 601 square miles of land and 221

Table 2: St.Johns County, FL Demographics

Distribution by Race		Distribution by Age	
White	80.6%	0 to 15	17.2%
Black	4.9%	15 to 25	10.8%
Asian	3.6%	25 to 45	23.1%
Native American	0.3%	45 to 65	27.7%
Other	10.6%	65 to 85	19.6%
Total	100.0%	Over 85	1.6%
Hispanic Ethnicity (all races)	8.3%		
2022 Estimated Population: 306,841			

Educational Achievements (25 & Over) and Other Statistics	
High School or Higher	95.2%
Bachelor's Degree or Higher	52.7%
Median Age—St. Johns County	44.3
Median Age—U.S.	38.9
Median Household Income—St. Johns County	$103,017
Median Household Income—U.S.	$74,580
Poverty Rate	5.6%

Source: U.S. Census Bureau

square miles of water. Average elevation is 6 meters above sea level. Surrounded by water, the County sits directly between the North Atlantic Ocean to the east and the St. Johns River along much of the County's western border.

Just 35 miles north of the County is Jacksonville, with Gainesville 74 miles to the west and Orlando less than 120 miles to the south. Both Interstate 95 and U.S. Highway 1 run north-south through the County, as does scenic Florida State Road A1A.

COMMERCE

St. Johns County has a booming economy. In 2023, Niche ranked the County #10 out of 67 for Best Florida Counties for Young Professionals. The St. Johns Board of County

Commissioners is determined to create a robust and healthy economy for its citizens and businesses. With a rapidly growing population, the Board places a great deal of emphasis on being business-friendly and contributing significant resources to economic development and job growth.

THE GOVERNMENT

St. Johns County operates under a Commission-Administrator form of government, with a five-person Board of County Commissioners (BOCC). These Commissioners are elected at large, though each individual represents a different geographical district. Elections are staggered and held during even-numbered years. District seats 1, 3, and 5 will be up for election this year, whereas elections for District Seats 2 and 4 will be held in 2026. Presently, Commissioner Henry Dean representing District 5 is serving his second term and may run in the 2024 elections. All other Commissioners are serving their first term.

Within the Board, members select who will serve as Chair and Vice-Chair - positions which ensure order during meetings without providing any additional voting power. Often, a simple majority is needed to pass various motions and decisions. The BOCC appoints the County Administrator and County Attorney. Voter-elected constitutional officers include the Clerk of Court, Property Appraiser, Sheriff, Supervisor of Election, and Tax Collector.

For fiscal year 2023, St. Johns County had an adopted total budget of $1,572,220,112, with an adopted general fund budget of $407,838,154. For fiscal year 2024, the County has a tentative total budget of $1,665,664,624, with $399,177,009 designated for the general fund. The County employs 1,422 employees, and there are no unionized employees.St. Johns County has multiple departments to serve the community. At the head of the organization is County Administration, who serve the County's residents and constituents. Many departments report directly to County Administration

THE DEPARTMENT

The Growth Management Department facilitates well-designed, efficient, healthy, and safely built developments while ensuring preservation of the natural and cultural environment. Responsibilities include long range planning for land use, environmental, transportation/technical, and development review & concurrency. In coordination with state and federal laws, the Department ensures compliance with all County codes and regulations including the Comprehensive Plan, Land Development Code, and Ponte Vedra Zoning District Regulations, as well as maintaining related public records.
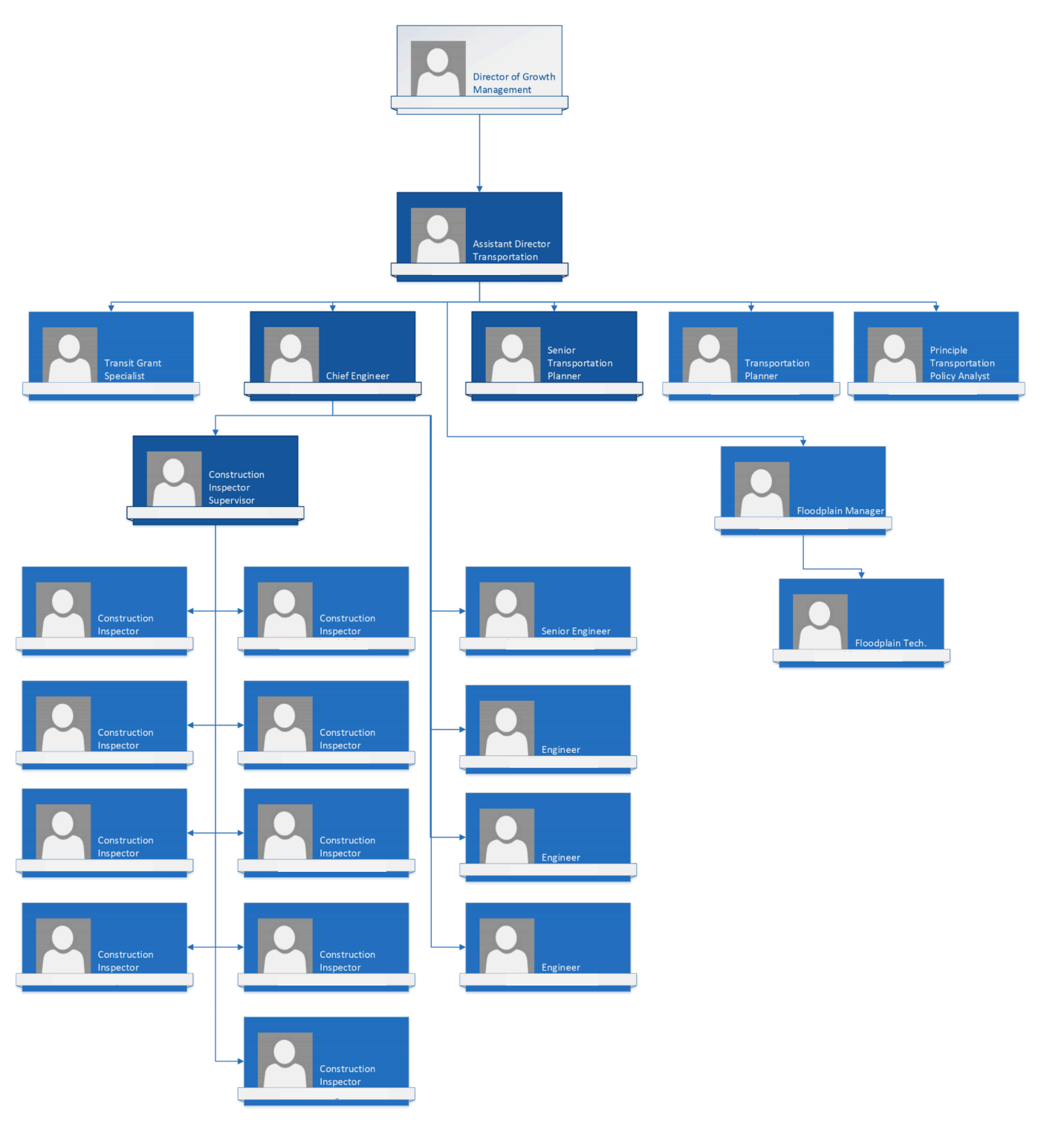
Table 3: Principal Employers, St. Johns County, FL

Employer	Industry	Employees
St. Johns County School District	Education	6,299
Johns County BOCC	Government	1,380
Flagler Hospital	Healthcare	1,221
Northrup Grumman	MFG, Aviation, Aerospace	1,100
Florida National Guard	Military, State	900
PGA Tour, Inc.	Recreational Services	964
St. Johns County Sheriff's Office	Law Enforcment	816
Florida School for the Deaf and Blind	Public Education	689
Carlisle Interconnect Technologies	MFG, Aviation, Aerospace	650
Ring Power	Construction	560

Source: St. Johns County, FL 2022 ACFR

The Chief Engineer directs staff in reviewing, planning, designing, and completion of development projects within the County. This individual will lead and manage the engineering team by providing technical supervision and training. The Chief Engineer is responsible for permitting and regulating land development code in the County. This includes all infrastructure-based projects. Permits must be approved appropriately and are executed through construction activities.

At any given time, the County has 200-400 active projects. As such, the Chief Engineer oversees all Engineers and Inspectors within the Growth Management department. They must prioritize any issues, including technical flood plans. The Chief Engineer will make frequent site visits at the request of elected officials, engineers, and site contractors. The Chief will respond to all requests from the public and elected officials promptly and efficiently.

The Chief Engineer will attend all Planning and Zoning meetings, as well as County Commissioner meetings to provide technical expertise. The Chief will collaborate with other departments such as Public Works, Fire Rescue, and Environmental staff. There are currently 65 employees in the Growth Management department. The Chief Engineer reports directly to one of the two Assistant Directors in the department.

THE CHALLENGES
 AND OPPORTUNITIES

First, growth continues to be a hallmark of St. Johns County and the engineering arm of the department is confronted with managing a steadily increasing workload. The department must meet tight timelines, achievable by actively managing and enhancing staff capacity and talent. The constant monitoring of caseload and timelines to ensure timeliness in application review is imperative.

Second, the State of Florida is frequently impacted by hurricanes and storms. These storms can cause severe damage to homes, roads, and overall infrastructure. The last major storm to affect St. Johns County was Hurricane Ian, which caused an estimated $60 million in damages, county-wide. The Chief Engineer's

role is to provide technical assistance as it pertains to permitting construction within Special Flood Hazard areas.

Third, this is a fast-paced environment; however, the County still enforces and promotes quality customer service. In fact, the County has an open-door policy with the public. This means that the Chief Engineer will make themselves available to any resident who has questions concerning any engineering project in the County.

Lastly, the Chief's immediate supervisor is also the predecessor to this position. This means that the next Chief Engineer will have immediate access to all previous decisions and actions taken by the department.

THE IDEAL CANDIDATE

St. Johns County is seeking an outstanding leader and manager, a seasoned professional with knowledge and experience in engineering, specifically the review of engineering plans and profiles, and building permit issuance and inspections.

The next Chief will be a strong, open, approachable, and diplomatic individual with excellent communications and people skills. The individual will be forward-thinking and comfortable working in a fast-paced, demanding environment. He/she will have a keen appreciation for the needs and expectations of the community and work diligently to optimize processes and ensure that applications are dealt with efficiently. At the same time, she/he will not compromise County standards and requirements.

The next Chief will be someone who has a "can do" attitude and will be a positive leader both among staff and within the community. The individual will be extremely customer service oriented and instill that ethos with department staff. He/she will be fluent in the concerns and responsive to the needs of industry stakeholders, contractors, developers, and individual citizens.

Further, she/he will maintain a culture of solution-oriented professionalism. Ideally, the successful candidate will have experience working with a diverse workforce and experience working across departments and fields to realize the best solutions.

The ideal candidate will have an affinity for budgeting and be sufficiently technologically savvy to ensure the integration of technology into the plan and permit review processes.

He/she will have a bachelor's degree in civil/environmental engineering or a related field. Priority will be given to those who have a master's degree in a similar field. The individual will have at least five to ten years of experience in engineering. Experience in the public sector is important but not mandatory. We are looking for the right leader and partner with the right skill set wherever that person may be.

COMPENSATION

The salary range is $113,738 to $137,266. The salary will depend on qualifications and experience. Benefits are excellent. The County Participates in the Florida Retirement System (FRS).

THE PREVIOUS CHIEF ENGINEER

The previous Chief is now the Assistant Director of the Growth Management department.

RESIDENCY

Residency inside the County is not required but is preferred.

HOW TO APPLY

Email your cover letter and resume to Recruit22@cb-asso.com by November 29th. Questions should be directed to Dick D'Souza at ddsouza@sjcfl.us.

INTERNAL CANDIDATES

We do not anticipate any internal candidates.

CONFIDENTIALITY

Under Florida's public records act, a submitted application is deemed a public record. As a practical matter, we do not expect media coverage until at least the semifinalists are named, and perhaps not even then.

THE PROCESS

Applications will be screened as they are received. Finalists will be selected after November 29th. Interviews will be held shortly thereafter.

OTHER IMPORTANT INFORMATION

St. Johns County is an Equal Opportunity Employer. It strongly encourages women, minorities, and veterans to apply.

ADDITIONAL INFORMATION

For additional information about the County, visit:

www.sjcfl.us

www.sjcchamber.com

www.floridashistoriccoast.com

www.sjcfl.us/departments/human-resources