



Engineer 2 - Traffic

J o b D e s c r i p t i o n

JOB INFORMATION

Approved Date:	7/23/2026 1:41:26 PM
Working Title:	Engineer 2 - Traffic
Job Family:	Engineer
Classification:	Engineer 2

ORGANIZATION

Department:	Community Development
Cost Center/Program:	1688 - DCD Development Engineering
Exemption Status:	Exempt
Union:	Not Represented

JOB SUMMARY

The responsibilities of this classification include performing professional engineering and/or professional land surveying work/projects. Serves as a project lead or lead worker to the lower-level engineers and/or may be assigned to supervise lower-level engineering positions. Incumbents in this position apply complex engineering and survey principles and methods in assigned project areas and duties performed are at a level of a Professional Engineer.

Distinguishing Characteristics

This is the second level within a four-level Engineer classification series. It is distinguished from the Engineer 1 position in that Engineer 2 incumbents perform a broad scope of professional and specialized engineering. This position typically serves as a lead on large scale, complex engineering projects; and/or lead worker to lower-level engineers; and/or supervisor to the Engineer 1/Engineering Technicians. Engineer 3 employees require advanced technical expertise to perform specialized professional engineering high-level work spanning multiple programs. Work is typically performed under minimal direction and typically reports to or receives guidance from an Engineer Supervisor or higher-level staff.

This is an advanced professional civil engineering position responsible for the review, evaluation, and acceptance of complex development and infrastructure projects. The role applies advanced engineering judgment to land development proposals involving stormwater management, roadway design, utilities, traffic, and solid waste infrastructure.

Duties include professional-level field and office engineering work such as reviewing land use and site development activity permit applications; conducting detailed civil plan review; inspecting and accepting public and private infrastructure improvements; and reviewing selected right-of-way, road approach, and building permit plans as needed.

Assignments are typically received with minimal technical direction and require a high degree of independence, professional judgment, and problem-solving to address complex, non-routine, or technically challenging issues within established engineering standards, departmental policies, and applicable local, state, and federal regulations.

Work is reviewed by the supervisor primarily for consistency with policy, regulatory compliance, and alignment with departmental objectives. Performance is evaluated based on technical quality, collaboration with staff and applicants, effectiveness in resolving complex issues, and results achieved.

JOB FUNCTIONS

Essential Functions

Essential Function	% TIME
Performs advanced professional engineering work involving the review, approval, and acceptance of engineered plans, technical reports, and permit applications related to traffic mitigation, frontage improvements, stormwater management, grading, and erosion control. Evaluates requirements and engineering specifications to determine compliance with local, state, and federal requirements, and resolves complex engineering issues through the application of professional judgment within the established regulatory framework.	50%
Directs and provides technical oversight of development-related inspections, plan revisions, and permit conditions, including the review and approval of technical deviation requests and proposed changes to approved plans to verify continued compliance. Manages permit closeout, ensuring adequacy of applicable bonds, title notices, certifications, and as-built drawings prior to final acceptance of construction.	20%
Serves as a technical lead and subject-matter expert, providing guidance to inspectors, technicians, and lower-level engineers. Assists inspection and enforcement staff in assuring compliance with applicable codes and ordinances. Works with staff for legal action to resolve troublesome or non-complying cases. Prepares necessary documentation, presents evidence, provides testimony, and recommends dispositions as required.	20%
Build interdepartmental and interagency partnerships with Kitsap County Public Works and other outside agencies as needed to address key development issues.	5%
Provide information to property owners, investors, real estate developers and other interested parties pertaining to site development and grading applications, ordinances, codes and related community development information.	5%

Required for All Jobs

• Performs other duties as assigned
• Complies with all policies and standards

This Job is Essential	☐
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QUALIFICATIONS

Education			
Education Level	Education Details	Required/ Preferred	
Bachelor's Degree	In engineering AND 4 years of related engineering experience working under the direct supervision of a licensed Professional Engineer	Required	or
Bachelor's Degree	In civil engineering or a related field from a college or university accredited by an agency recognized by the US Department of Education	Required	

Work Experience

Experience	Experience Details	Required/ Preferred	
	Licensed as a Professional Engineer (PE), Professional Land Surveyor, or related industry specific certifications	Required	or
4 years	Related engineering experience working under the direct supervision of a licensed Professional Engineer AND Engineer in Training (EIT) certification	Required	
	Lead worker or supervisory experience	Preferred	
	Progressively responsible civil engineering experience in civil site development with at least one year of experience in the area of specialization involving development review and permitting	Preferred	
	Experience with organizational management principles, such as Lean, Six-Sigma, Theory of Constraints, or similar, is desirable	Preferred	

Licenses and Certifications

Licenses/Certifications	Licenses/Certification Details	Time Frame	Required/ Preferred	
Professional Engineer (PE) License			Preferred	or
	Engineer in Training (EIT)		Preferred	

Equivalency

All minimum qualifications must be met, there are no acceptable equivalent qualifications.

Certification: A copy of the Professional Engineer or Professional Land Surveyor License (or other industry specific certification)		Required	or
Certification and experience: A copy of the Engineer in Training Certification (Land Surveyor in Training for Survey positions), and complete a verification form and submit it during the application process. The form includes verification of the work performed under the direct supervision of the Professional Engineer, Professional Engineer signature and PE stamp/seal or a copy of their current license		Required	or
Education and experience: Official Transcripts from an ABET Accredited School of Engineering and complete a verification form and submit it during the application process. The form includes verification of the work performed under the direct supervision of the Professional Engineer, Professional Engineer signature and PE stamp/seal or a copy of their current license		Required	

Knowledge, Skills and Abilities

KSAs	
Appear for scheduled work and complete assigned tasks within a reasonable period of time.	
Establish and maintain effective working relationships with others using tact, courtesy and good judgment.	
Maintain confidentiality and adhere to policy and procedures of the county and department.	
Communicate effectively orally and in writing.	
Utilize various computer applications specific to the department including databases, word processing, document imaging, spreadsheets, and web-based systems for entering, retrieving and researching data and records.	
Physically perform assigned duties and essential functions of the position.	
Knowledge of engineering theories, principles and practices including specific principles of assigned programs.	
Knowledge of federal, state and local laws, standards and regulations governing engineering projects.	
Knowledge of construction design, management, and principles.	
Knowledge of common materials used in engineering projects.	
Skilled in project management principles.	
Skilled in conflict-resolution and ability to problem-solve.	
Skilled in planning and scheduling.	
Skilled in technical writing.	
Skilled in mechanical and spatial reasoning.	
Skilled in data collection, problem solving and analytical skills.	
Ability to create, read and interpret engineering plans, maps, blueprints, schematics, plans and specifications.	
Ability to inspect projects for compliance with rules and regulations.	
Ability to perform complex mathematical calculations.	
Ability to utilize computers and related software applications.	
Ability to establish and maintain effective interpersonal relationships at all organizational levels and with the public.	
Ability to serve as a lead to subordinate employees by training, assigning, prioritizing, reviewing, and monitoring the workflow of staff to ensure quality of work and services; provides guidance in processing of legal or other documents requiring specialized knowledge.	
Ability to provide timely guidance and feed back to help others strengthen specific knowledge/skill areas needed to accomplish a task or solve a problem.	

Core Competencies

Demonstrates values-based competencies in line with the core values that are the foundation of all activities performed by employees in order to achieve the Mission of the Company:

Time Management	Uses their time effectively and efficiently; values time; concentrates their efforts on the more important priorities; gets more done in less time than others; can attend to a broader range of activities.
Drive for Results	Can be counted on to exceed goals successfully; is constantly and consistently one of the top performers; very bottom-line oriented; steadfastly pushes self and others for results.
Customer Focus	Is dedicated to meeting the expectations and requirements of internal and external customers; gets first-hand customer information and uses it for improvements in products and services; acts with customers in mind; establishes and maintains effective relationships with customers and gains their trust and respect.

Remote Employment

Remote Employment Type:

Remote Employment Text:

Weight Bearing Activities

Physical Activity Performed	Frequency/Percentage Time/Max Time	Examples of how activity is performed
Weight Bearing (Standing & Walking)	Seldom/Infrequent: 1-10% - May occur, but not on a daily basis or less than 30 minutes per shift.	
Weight Bearing Standing	Seldom/Infrequent: 1-10% - May occur, but not on a daily basis or less than 30 minutes per shift.	
Weight Bearing - Walking	Seldom/Infrequent: 1-10% - May occur, but not on a daily basis or less than 30 minutes per shift.	
Walking on Uneven Terrain	Seldom/Infrequent: 1-10% - May occur, but not on a daily basis or less than 30 minutes per shift.	on-site evaluation
Running	Never: 0% - Does not occur ever, or may not ever occur for some incumbent.	
Jumping	Never: 0% - Does not occur ever, or may not ever occur for some incumbent.	
Climbing Ladder, stairs, stools	Seldom/Infrequent: 1-10% - May occur, but not on a daily basis or less than 30 minutes per shift.	May periodically climb stairs
Balancing	Seldom/Infrequent: 1-10% - May occur, but not on a daily basis or less than 30 minutes per shift.	to access low filing cabinets/shelves
Bending at the waist	Seldom/Infrequent: 1-10% - May occur, but not on a daily basis or less than 30 minutes per shift.	
Twisting at the waist	Seldom/Infrequent: 1-10% - May occur, but not on a daily basis or less than 30 minutes per shift.	to access low filing cabinets/shelves
Stooping Slight bend at knees	Seldom/Infrequent: 1-10% - May occur, but not on a daily basis or less than 30 minutes per shift.	

Weight Bearing Activities

Physical Activity Performed	Frequency/Percentage Time/Max Time	Examples of how activity is performed
Squatting	Never: 0% - Does not occur ever, or may not ever occur for some incumbent.	

Other - Non-Weight Bearing

Physical Activity Performed	Frequency/Percentage Time/Max Time	Examples of how activity is performed
Sitting	Frequently: 34-66% - Occurs 2.6 to 5.5 hours per shift.	
Kneeling One or both knees	Never: 0% - Does not occur ever, or may not ever occur for some incumbent.	
Crawling On hands and knees	Never: 0% - Does not occur ever, or may not ever occur for some incumbent.	
Lying Down	Never: 0% - Does not occur ever, or may not ever occur for some incumbent.	
Back, side or stomach	Never: 0% - Does not occur ever, or may not ever occur for some incumbent.	

Lifting/Carry/Push/Pull

Lifting

Physical Activity Performed	Frequency/Percentage Time/Max Time	Examples of how activity is performed
Lifting 0-10 lbs	Occasionally: 11-33% - Occurs 31 minutes to 2.5 hours per shift.	Office Supplies, paperwork and files
Lifting 11-20 lbs	Seldom/Infrequent: 1-10% - May occur, but not on a daily basis or less than 30 minutes per shift.	survey, inspection and testing equipment
Lifting 21-35 lbs	Seldom/Infrequent: 1-10% - May occur, but not on a daily basis or less than 30 minutes per shift.	survey, inspection and testing equipment
Lifting 36-50 lbs	Seldom/Infrequent: 1-10% - May occur, but not on a daily basis or less than 30 minutes per shift.	survey, inspection and testing equipment
Lifting 50 + lbs	Seldom/Infrequent: 1-10% - May occur, but not on a daily basis or less than 30 minutes per shift.	survey, inspection and testing equipment

Carry

Physical Activity Performed	Frequency/Percentage Time/Max Time	Examples of how activity is performed
Carry 0-10 lbs	Occasionally: 11-33% - Occurs 31 minutes to 2.5 hours per shift.	Office Supplies, paperwork and files
Carry 11-20 lbs	Seldom/Infrequent: 1-10% - May occur, but not on a daily basis or less than 30 minutes per shift.	survey, inspection and testing equipment

Carry

Physical Activity Performed	Frequency/Percentage Time/Max Time	Examples of how activity is performed
Carry 21-35 lbs	Seldom/Infrequent: 1-10% - May occur, but not on a daily basis or less than 30 minutes per shift.	survey, inspection and testing equipment
Carry 36-50 lbs	Seldom/Infrequent: 1-10% - May occur, but not on a daily basis or less than 30 minutes per shift.	survey, inspection and testing equipment

Pushing

Physical Activity Performed	Frequency/Percentage Time/Max Time	Examples of how activity is performed
Pushing 0-10 lbs	Seldom/Infrequent: 1-10% - May occur, but not on a daily basis or less than 30 minutes per shift.	file drawers, office equipment, files
Pushing 11-20 lbs	Seldom/Infrequent: 1-10% - May occur, but not on a daily basis or less than 30 minutes per shift.	survey, inspection and testing equipment
Pushing 21-35 lbs	Seldom/Infrequent: 1-10% - May occur, but not on a daily basis or less than 30 minutes per shift.	survey, inspection and testing equipment
Pushing 36-50 lbs	Seldom/Infrequent: 1-10% - May occur, but not on a daily basis or less than 30 minutes per shift.	survey, inspection and testing equipment

Pulling

Physical Activity Performed	Frequency/Percentage Time/Max Time	Examples of how activity is performed
Pulling 0-10 lbs	Seldom/Infrequent: 1-10% - May occur, but not on a daily basis or less than 30 minutes per shift.	file drawers, office equipment, files
Pulling 11-20 lbs	Seldom/Infrequent: 1-10% - May occur, but not on a daily basis or less than 30 minutes per shift.	survey, inspection and testing equipment
Pulling 21-35 lbs	Seldom/Infrequent: 1-10% - May occur, but not on a daily basis or less than 30 minutes per shift.	survey, inspection and testing equipment
Pulling 36-50 lbs	Seldom/Infrequent: 1-10% - May occur, but not on a daily basis or less than 30 minutes per shift.	survey, inspection and testing equipment

Upper Extremity/Arm Movement

	Dominant Arm - Frequency/Percentage Time/Max Time	Non-Dominant Arm - Frequency/Percentage Time/Max Time	Examples of how activity is performed
Reaching Above shoulder level	Seldom/Infrequent: 1-10% - May occur, but not on a daily basis or less than 30 minutes per shift.	Seldom/Infrequent: 1-10% - May occur, but not on a daily basis or less than 30 minutes per shift.	Accessing files, office supplies and equipment
Reaching at shoulder level	Seldom/Infrequent: 1-10% - May occur, but not on a daily basis or	Seldom/Infrequent: 1-10% - May occur, but not on a daily basis or	Accessing files, office supplies and equipment

Upper Extremity/Arm Movement

	Dominant Arm - Frequency/Percentage Time/ Max Time	Non-Dominant Arm - Frequency/Percentage Time/ Max Time	Examples of how activity is performed
	less than 30 minutes per shift.	less than 30 minutes per shift.	
Reaching below shoulder level	Seldom/Infrequent: 1-10% - May occur, but not on a daily basis or less than 30 minutes per shift.	Seldom/Infrequent: 1-10% - May occur, but not on a daily basis or less than 30 minutes per shift.	Accessing files, office supplies and equipment
Steering Equipment, Vehicles			

Cervical Spine/Neck Movement

Physical Activity Performed	Frequency/Percentage Time/Max Time	Examples of how activity is performed
Extension of neck looking forward		
Flexion of neck looking downward		
Twisting of neck side to side		

Upper Extremity/Hand Activities

	Dominant Arm - Frequency/Percentage Time/ Max Time	Non-Dominant Arm - Frequency/Percentage Time/ Max Time	Examples of how activity is performed
Fine Manipulation			
Keyboarding/Typing	Frequently: 34-66% - Occurs 2.6 to 5.5 hours per shift.	Frequently: 34-66% - Occurs 2.6 to 5.5 hours per shift.	
Simple Grasp	Seldom/Infrequent: 1-10% - May occur, but not on a daily basis or less than 30 minutes per shift.	Seldom/Infrequent: 1-10% - May occur, but not on a daily basis or less than 30 minutes per shift.	Office supplies, equipment, phone
Up & Down Flexion of Wrist			
Side to Side Motion of Wrist			
Turning/Rotation of wrist/hand			
Gross Manipulation			
Powerful Grasp/Tight Grasp	Seldom/Infrequent: 1-10% - May occur, but not on a daily basis or less than 30 minutes per shift.	Seldom/Infrequent: 1-10% - May occur, but not on a daily basis or less than 30 minutes per shift.	Office supplies, equipment, phone
Hand Controls			
Repetitive Motion			

Sensory Functions (See, Hear, Smell)

Physical Activity Performed	Frequency/Percentage Time/Max Time	Examples of how activity is performed
Sight: Distinguish objects, depth perception, field of vision, color identification, near and far acuity necessary to operate equipment, machinery, etc.	Continuously: 67%+ - Occurs more than 5.6 hours per shift.	Documents, computer screen, files may be color coded
Hearing: Comprehend oral language and sounds and react appropriately. Follow oral directions.	Continuously: 67%+ - Occurs more than 5.6 hours per shift.	supervisor's directions, and phones if applicable
Speaking: Orally communicate information and ideas with comprehension	Continuously: 67%+ - Occurs more than 5.6 hours per shift.	supervisor's directions, and interaction w/ co-workers
Reading: Comprehend and retain the written word.	Continuously: 67%+ - Occurs more than 5.6 hours per shift.	documents, computer screen
Writing: Composing communications in writing		
Math: Compute a series of numeric variables, measurements		

Working Conditions

Physical Activity Performed	Frequency/Percentage Time/Max Time	Examples of how activity is performed
Uneven Ground	Seldom/Infrequent: 1-10% - May occur, but not on a daily basis or less than 30 minutes per shift.	on-site evaluation
Exposure to Bloodborne Pathogens		
Work Outside	Seldom/Infrequent: 1-10% - May occur, but not on a daily basis or less than 30 minutes per shift.	on-site evaluation
Customer/Public Contact		
Work Inside	Continuously: 67%+ - Occurs more than 5.6 hours per shift.	office environment
High Elevations	Never: 0% - Does not occur ever, or may not ever occur for some incumbent.	
Moving Objects	Never: 0% - Does not occur ever, or may not ever occur for some incumbent.	
Slippery Surface	Seldom/Infrequent: 1-10% - May occur, but not on a daily basis or less than 30 minutes per shift.	May encounter while performing on site evaluation
Wetness	Seldom/Infrequent: 1-10% - May occur, but not on a daily basis or less than 30 minutes per shift.	May encounter while performing on site evaluation
Temp.Humid/ Extremes	Never: 0% - Does not occur ever, or may not ever occur for some incumbent.	

Working Conditions

Physical Activity Performed	Frequency/Percentage Time/Max Time	Examples of how activity is performed
Temp. Cold Temp	Never: 0% - Does not occur ever, or may not ever occur for some incumbent.	
Confined Spaces	Never: 0% - Does not occur ever, or may not ever occur for some incumbent.	
Special Clothing	Continuously: 67%+ - Occurs more than 5.6 hours per shift.	Semi-professional attire, PPE when required
Vibration	Never: 0% - Does not occur ever, or may not ever occur for some incumbent.	
Use of Solvents	Never: 0% - Does not occur ever, or may not ever occur for some incumbent.	
Use of Detergent	Never: 0% - Does not occur ever, or may not ever occur for some incumbent.	
Chemical Contact	Never: 0% - Does not occur ever, or may not ever occur for some incumbent.	
Chemical Vapors	Never: 0% - Does not occur ever, or may not ever occur for some incumbent.	
Dust or Particles	Seldom/Infrequent: 1-10% - May occur, but not on a daily basis or less than 30 minutes per shift.	nuisance dust
Toxic Substances		
Explosives		
Radiation		
Electricity		
Noise intensity		

Mental/Psychological Demands

Mental/Psychological Demands	Required Yes/No (Blank)	Examples
Understand & follow directions – with little or no direction		
Memory – Ability to remember and recall procedures, processes and activities routine in nature.		
Regular and reliable attendance		
Ability to problem Solve		
Ability to perform complex & varied tasks		
Ability to develop & maintain positive work environments		
Ability to supervise/lead and influence others		

Operational Equipment

Physical Activity Performed	Frequency/Percentage Time/Max Time	Examples of how activity is performed
Foot Controls		
Mechanical/Electrical parts		
Driving – Regular Vehicle		
Driving DOT/CDL Vehicle		
Operate Heavy Equipment		
Operate Heavy Machinery		
Small hand tools		
Operate power equipment such as drill/saws		

Other Requirements

Equipment, Machines, Vehicles Operated:	
Tools, Implements Used:	
Special Knowledge, Skills and Abilities:	
Respirator Use Required (other than nuisance dust mask). Describe:	

PRE-EMPLOYMENT EXAMS

POST-EMPLOYMENT

COMPENSATION

Annual Max:	\$123,412.69
Annual Min:	\$96,467.18
Hourly Max:	\$0.00
Hourly Min:	\$0.00