

Exciting Career Opportunities at the Vermont Agency of Transportation!!

The Agency of Transportation (VTrans) is seeking a passionate Civil Engineer to join our fun and exciting group in the Structures and Hydraulics section. This opportunity will allow the incumbent to gain diverse bridge design experience. At VTrans, civil engineers are involved with all aspects of a project. Design opportunities include foundations, roadway, traffic, and structural bridge design, cost estimating, CADD drawing and much more. We are recruiting for one position at three different levels (Civil Engineer I, Civil Engineer II and Civil Engineer III).

Job Postings: Civil Engineer I: Job Req #2175, Civil Engineer II: Job Req #2274, Civil Engineer III: Job Req #2276

Benefits

- Union Membership
- Health & Dental Insurance
- 2+ weeks vacation*
- 2+ weeks sick leave*
- 40 hours Personal Leave Incentive
- 11 State & Federal Holidays
- Life Insurance
- Tax Deferred Flexible Spending Account
- 457(b) Deferred Compensation Plan
- Flexible Schedule
- Pension
- Telework Opportunities**

**Increases to 3 weeks (each) after 5 years of service and grows from there!*

**Un-used leave carries over into the next year!*

***One day per week after 6-months of service.*

The Package

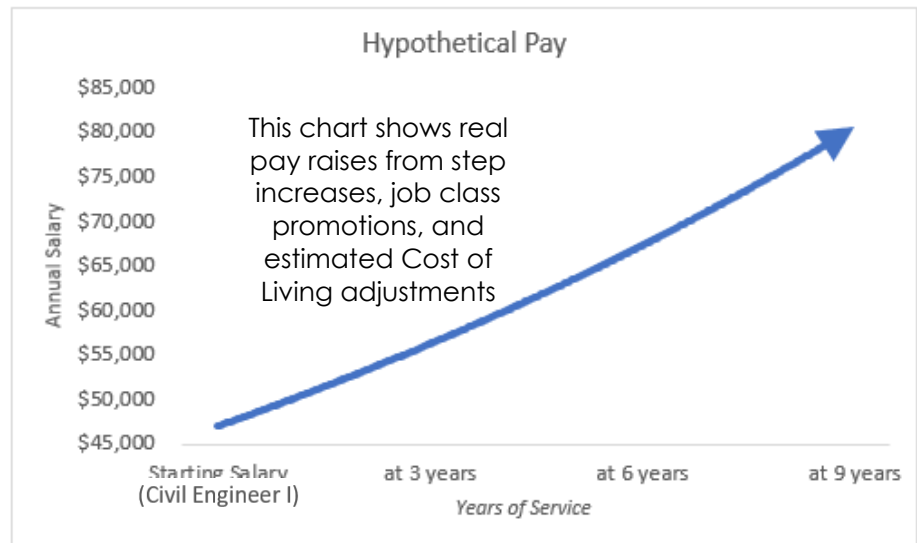
Starting Pay Range

Civil Engineer I/II/III

\$46K— \$56K annual salary

Raises

You are eligible for a step increase (raise) after first 6 months of employment, with subsequent steps at time intervals defined in the contract.



The Process

What to expect during the hiring process.

1. Posting open until August 7, 2019
Due to state recruiting policy, you may not hear anything from us until the position closes.
2. **Mid to Late August:** Interview panel reviews applicants
3. **Late August:** Selected candidates offered interviews
4. **Early to Mid September:** First interviews
5. **Late September:** Second interviews (If necessary)
6. **Late September to October:** Offer

Interviews

Interviews will be panel style, with each panelist asking a few questions. You should expect to take up an entire hour, but 90 minutes have been allotted to provide for overrun.

The panel will ask you questions based on our analysis of the core competencies required for this position.

There will also be a short quiz to evaluate your critical thinking ability.

The VTrans Experience

4,000+

Highway Structures

1,300+

Agency Employees

\$98+ M

Structure's Budget



Are you wondering if you qualify?...

Option 1

Option 2

Option 3

Civil Engineer Level

III
PG
22

EDUCATION
Bachelor's in Civil Engineering

EXPERIENCE
2 years

EDUCATION
Bachelor's in Any Engineering

EXPERIENCE
3 years

EDUCATION
Bachelor's in Civil Engineering

EXPERIENCE
1 year of Graduate Coursework plus 1-year experience

II
PG
20

EDUCATION
Bachelor's in Civil Engineering

EXPERIENCE
1 year

EDUCATION
Bachelor's in Any Engineering

EXPERIENCE
2 years

EDUCATION
Bachelor's in Civil Engineering

EXPERIENCE
1 year of Graduate Coursework

I
PG
18

EDU
Bachelor's in Civil Engineering

EXPERIENCE
0 years

EDU
Bachelor's in Any Engineering

EXPERIENCE
1 year

EDU
Civil Engineering Student*

EXPERIENCE
0 years

*College senior in the final semester majoring in civil engineering

**Registration as a Professional Engineer qualifies you for Civil I, II, & III

Education and experience can be in planning, surveying, design, inspection, construction, research and statistics, testing, investigation, and maintenance of various types of civil engineering projects or operations, or **other closely related field**. If you feel that your skills are relevant, please apply.

FOR MORE INFORMATION:

- ◆ <https://humanresources.vermont.gov/careers/explore/benefits>
- ◆ For more information about all the exciting opportunities the Vermont Agency of Transportation has to offer check out: <https://vtransstructures.github.io/PDD-Recruiting/>

Ready to get Started?

Head over to the State of Vermont Career site: <https://careers.vermont.gov/>

Use the keyword search box to locate positions matching the text

"Civil Engineer"

Not sure you're a perfect fit?

Apply anyways! We value teaching and learning and there's plenty of room to grow

Want to know more?

Contact Carolyn Cota: Carolyn.Cota@vermont.gov