

# Exciting Career Opportunities at the Vermont Agency of Transportation!!

VTrans Structures and Hydraulics Section is seeking a passionate Civil Engineer to join their exciting and fun team. A career with VTrans will ensure you are involved with all aspects of a project, including the design of foundations, roadways, traffic, and structural bridges. As a member of the team, you'll have exposure to cost estimating, CADD drawings, and much more. The Structures Section has a dedicated Project Scoping and Hydraulics unit - opportunities to work with these teams are available as well.

Job Posting Numbers: Civil Engineer I: Job Req # 1411, Civil Engineer II: Job Req # 1432, Civil Engineer III: Job Req # 1433

## 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

**Real Advancement & Benefits** that No One Can Top!

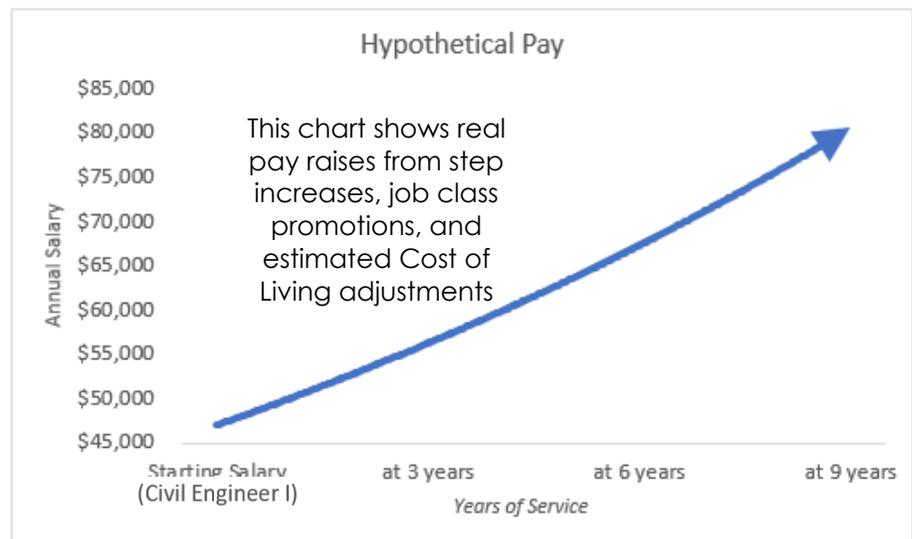
### Starting Pay Range

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 April 17, 2019  
*Due to state recruiting policy, you may not hear anything from us until the position closes.*
2. **Late April:** Interview panel reviews applicants
3. **Mid May:** Selected candidates offered interviews
4. **Late May to Early June:** First interviews
5. **June:** Second interviews (if necessary)
6. **Late June:** 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 Carlson: [Carolyn.Carlson@vermont.gov](mailto:Carolyn.Carlson@vermont.gov)