



# SEARCH FOR: SENIOR CIVIL ENGINEER

Hickory, North Carolina

[jobs.thenextmovegroup.com/hickorync](https://jobs.thenextmovegroup.com/hickorync)

Search conducted by:



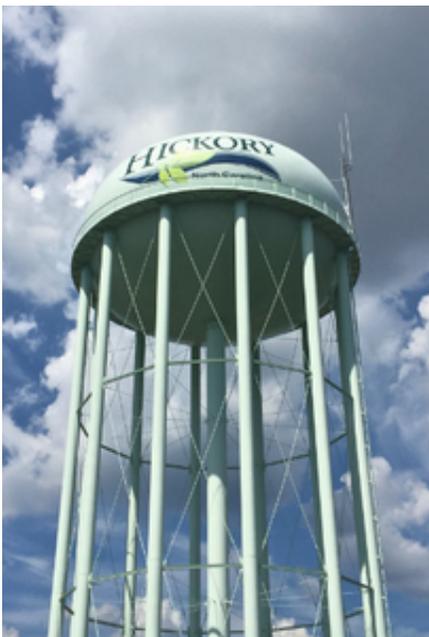
Next Move Group  
We Are Jobs

# ABOUT THE CITY

For doers and makers seeking a well-rounded and inspiring place to call home, Hickory is a vibrant bridge between Asheville and Charlotte, an ideal blend of small-town charm and big-city reach. Located along Interstate 40 at the foot of the Blue Ridge Mountains, Hickory embraces a collective spirit of craftsmanship where detail, artistry, and quality elevate every endeavor.

Hickory, North Carolina, is a three-time All-America City on the Catawba River, approximately one hour east of Asheville and one hour north of Charlotte. More than 45,000 residents call Hickory their home, and Hickory is the hub of a 365,000 metropolitan area. Hickory has outstanding school systems, recreation facilities, libraries, golf courses, theaters, art museums, and gorgeous parks. Beautiful Lake Hickory is over 4,000 acres and has many public access areas.

**Doers & Makers are paving the way for the future and shaping Hickory to make Life. Well Crafted. for all.**



# THE COMMUNITY



Hickory offers an exceptional quality of life with 26 parks, more than 40 miles of greenways, Lake Hickory for boating, fishing, and sailing, and the minor-league Hickory Crawdads baseball team. Its foothills location puts skiing just an hour away and the coast within three hours. Downtown buzzes with activity, hosting weekly concerts, farmers markets, art walks, and the popular “Hickory Oktoberfest.”

Residents describe the city as welcoming and family-oriented, with crime rates well below state and national averages. Hickory is a place where Life. Well Crafted. comes to life, from farm-to-table restaurants and outdoor adventures on Lake Hickory to eclectic downtown shops, a growing craft beer scene, and an arts and cultural community that rivals cities more than twice its size. As a manufacturing hub that continues to evolve and reinvent itself, Hickory offers a unique, dynamic experience that enchants residents and attracts visitors from near and far.



# BUSINESSES/MAJOR EMPLOYERS

Manufacturing still drives the economy (30% of jobs, 5th highest concentration in the U.S.), but healthcare, tech, and logistics are expanding rapidly. The Trivium Corporate Center and Hickory Tech Place continue to land relocations and expansions.

## **Top employers (2025):**

- CommScope (1,200+) – fiber optic & network infrastructure
- Frye Regional Medical Center / Duke LifePoint (1,500+)
- Alex Lee / Merchants Distributors
- Shurtape Technologies
- Transportation Insight / Nolan Transportation Group
- Corning Optical Communications
- Apple's maiden data center campus (under construction nearby).  
Strong engineering demand across both private and public sectors.

Hickory is home to several industries, including medical, tech, manufacturing, and niche industries.



# EDUCATION

Hickory Public Schools (HPS) operates nine schools with approximately 3,900 students and consistently outperforms state averages in growth. Hickory High and Hickory Career & Arts Magnet are both schools of choice with robust AP/IB offerings, and the district has awarded over \$30 million in scholarships in the last five years. Higher education options include Lenoir-Rhyne University (a private, NCAA Division II institution) and Catawba Valley Community College, which offers strong programs in engineering technology and manufacturing. Catawba County is committed to crafting tomorrow's leaders through the game-changing K-64 education initiative.

- Student-teacher ratio 15:1
- Early college and career academy pathways
- New \$40M Hickory High School campus opened 2023



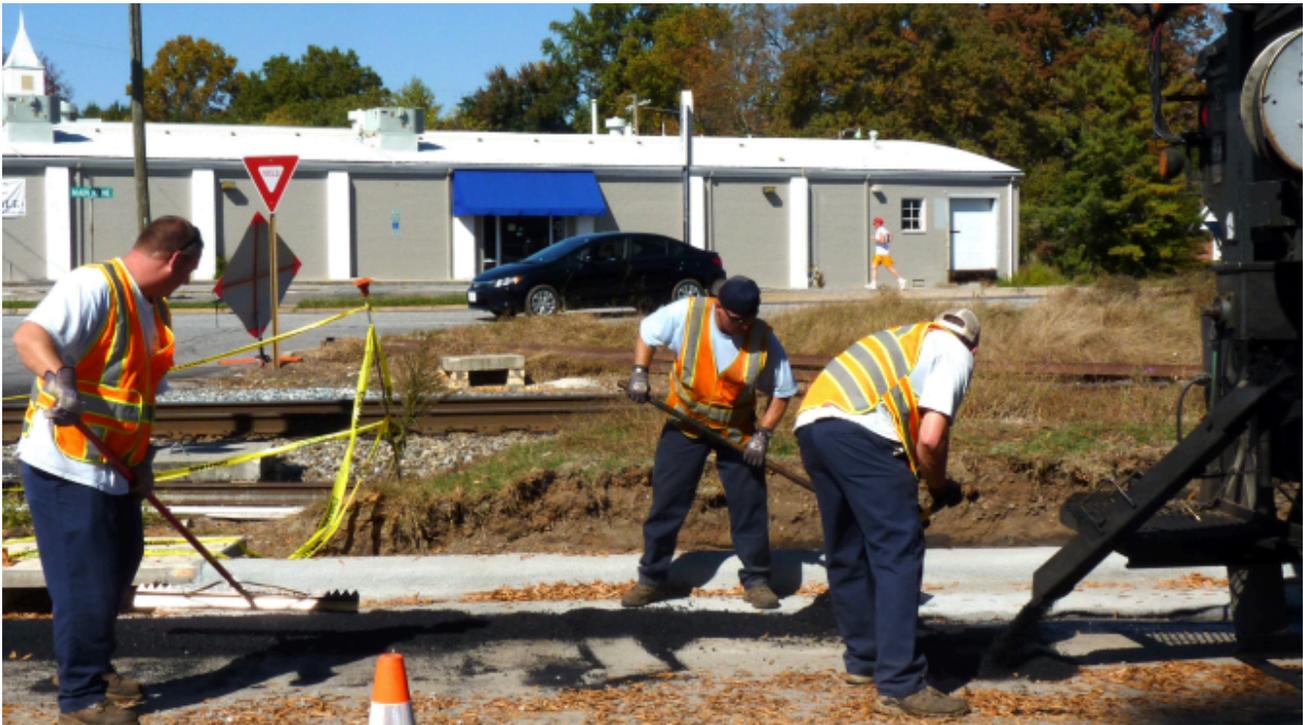
Education. Well Crafted.



**LENOIR-RHYNE**  
**UNIVERSITY**

# ABOUT THE DEPARTMENT

The Public Utilities Department operates as a self-funded enterprise serving more than 22,000 water and sewer accounts. It produces 10–12 million gallons of drinking water daily, treats wastewater at two modern plants, and maintains 650+ miles of water/sewer lines and a state-certified laboratory. The Engineering Division, where the Senior Civil Engineer position is located, is responsible for all in-house design, capital improvement planning, stormwater management, construction inspection, and developer plan review.



- 2025–2030 CIP includes \$120M+ in water/sewer/stormwater projects
- Strong emphasis on asset management and GIS integration
- Excellent working relationship with NCDEQ and NCDWR
- 24/7 response team and dedicated customer service focus

# POSITION & DUTIES



**This position is responsible for providing professional engineering services for the Public Utilities department, including but not limited to designing, problem-solving, performing construction project management duties, and assisting with citizen concerns. Supervises Public Utilities engineering division personnel; assigns and reviews work, sets priorities, resolves conflicts between intent and design; reviews personnel time and leave requests; conducts work performance reviews.**

## **Major Duties:**

- Manages the design and implementation of water and wastewater projects, policies, and programs; reviews design submittals submitted in conjunction with development projects; researches water and wastewater utility programs and makes related reports to supervisors; researches design-related software resources; analyzes issues reported by personnel and by the general public.
- Provides engineering designs and cost estimates for Public Utilities and other departments.
- Manage construction projects, hold pre-construction conferences, prepare contracts for City Council approval, monitor construction to ensure it meets plan specifications, and review contractors' payment requests.
- Supervises Public Utilities Engineering Division personnel; assigns and reviews work, sets priorities, resolves conflicts between intent and design; reviews personnel time and leave requests; conducts work performance reviews.
- Reviews subdivisions, site plans, construction plans, and city specifications for conformance to established standards, polices, and principles.
- Provides and enters plan review comments into various reporting systems.
- Provides technical information to consultants, contractors, other departments, and the general public on utilities engineering projects.
- Assists in coordinating the activities of city, state, and federal agencies, private contractors, and others involved with city projects.
- Attend and direct regular and call meetings as appropriate.
- Performs other related duties as assigned.

# KNOWLEDGE & QUALIFICATIONS



## Knowledge and Qualifications

- Knowledge of city and department policies and procedures.
- Knowledge of the principles and practices of civil engineering.
- Knowledge of local codes and ordinances.
- Knowledge of engineering and surveying practices.
- Knowledge and level of competency are commonly associated with completing a baccalaureate degree in a course of study related to the occupational field.
- Experience sufficient to thoroughly understand the work of subordinate positions to be able to answer questions and resolve problems, usually associated with five to ten years' experience or service.
- Possession of or ability to readily obtain a valid driver's license issued by the State of North Carolina for the type of vehicle or equipment operated.
- Licensed as a North Carolina Professional Engineer.
- Skill in planning, organizing, and prioritizing work.
- Skill in performing mathematical computations.
- Skill in the use of computers and customary office programs, as well as computer-aided drafting programs.
- Skill in the supervision of personnel.
- Skill in oral and written communication.



# SUPPLEMENTAL INFORMATION



**SUPERVISORY CONTROLS:** The Assistant Director of Public Utilities – Engineering & Infrastructure and the Public Utilities Director assign work in terms of general instructions. The supervisor thoroughly checks completed work for compliance with procedures and the nature and propriety of the results.

**GUIDELINES:** Guidelines include relevant state and federal laws, city codes and ordinances, city and department policies and procedures, NCDEQ 2T Rules and Regulations, NCDWR Blue Book Design Standards, the International Building Code, the North Carolina Erosion and Sedimentation Control Planning and Design Manual, and the state department of transportation standard specifications for roadway design. These guidelines require judgment, selection, and interpretation in application.

**COMPLEXITY:** The work consists of varied engineering duties. The number of projects pending at one time contributes to the complexity of the work.

**SCOPE AND EFFECT:** The purpose of this position is to complete professional engineering duties in support of the city. Successful performance helps ensure the proper construction of municipal projects.

**PERSONAL CONTACTS:** Contacts are typically with supervisees, co-workers, other city employees, other local government officials, outside engineers, surveyors, architects, contractors, state and federal agency personnel, and the general public.

**PURPOSE OF CONTACTS:** Contacts are typically to assign work, give or exchange information, resolve problems, and provide services.

# SUPPLEMENTAL INFORMATION



**PHYSICAL DEMANDS:** The work is typically performed while sitting at a desk or while intermittently sitting, standing, stooping, bending, or crouching. The employee occasionally lifts light objects and heavy objects, climbs ladders, uses tools or equipment requiring a high degree of dexterity, and must distinguish between shades of color.

**WORK ENVIRONMENT:** The work is typically performed in an office and outdoors, occasionally in cold or inclement weather. The work exposes the employee to noise and machinery with moving parts.

**SUPERVISORY AND MANAGEMENT RESPONSIBILITY:** This position supervises assigned technical personnel in the performance of engineering projects.



## MINIMUM QUALIFICATIONS:

- Knowledge and level of competency are commonly associated with the completion of a baccalaureate degree in a course of study related to the occupational field.
- Sufficient experience to understand the basic principles relevant to the major duties of the position, usually associated with the completion of an apprenticeship/internship, or have possession of or ability to readily obtain a valid driver's license issued by the State of North Carolina for the type of vehicle or equipment operated.
- Licensed as a Professional Engineer



# IDEAL CANDIDATE



## The Ideal Candidate:

- A visionary engineering leader who combines technical expertise with the ability to inspire and mentor a team.
- A collaborative problem-solver who approaches challenges with creativity, professionalism, and a commitment to quality results.
- An effective communicator, able to translate complex engineering concepts for colleagues, stakeholders, and the public.
- A detail-oriented planner who balances multiple priorities while ensuring compliance with regulations and standards.
- A proactive decision-maker who anticipates issues, navigates complexities, and delivers solutions that support long-term community goals.
- A community-minded professional who values public service and seeks to make a meaningful impact through sustainable, well-designed infrastructure projects.

# THE POSITION

## **COMPENSATION:**

The salary will range from **\$90,000.00 to \$100,000.00**, commensurate with experience. In addition, the role offers a comprehensive benefits package, a supportive and collaborative team culture, and a schedule of 7:00 a.m. to 4:00 p.m.

## **REFERENCES & BACKGROUND CHECKS:**

The finalists for the position will undergo background checks and credit checks that may include:

- Criminal records
- Driving records
- Education completion
- Personality profile assessments





# HOW TO APPLY

SUBMIT YOUR RESUME ELECTRONICALLY  
POSITION OPEN UNTIL FILLED

TO APPLY, VISIT

[jobs.thenextmovegroup.com/hickorync](http://jobs.thenextmovegroup.com/hickorync)  
or email [jobs@thenextmovegroup.com](mailto:jobs@thenextmovegroup.com)

If you have questions, please reach out to  
Ali Marie Watson at [ali@thenextmovegroup.com](mailto:ali@thenextmovegroup.com)



Search Conducted By:

Next Move Group  
We Are Jobs