City of Ames

Electrical Engineer I or II

SALARY	$37.07 - $54.20 Hourly $77,114.13 - $112,738.91 Annually	**LOCATION**	515 Clark Avenue, Ames, IA, 50010, IA
JOB TYPE	Full-Time	**JOB NUMBER**	26-4319-01
DEPARTMENT	Electric Services	**DIVISION**	Electric Engineering
OPENING DATE	11/03/2026	**CLOSING DATE**	11/29/2026 5:00 PM Central
FLSA	Exempt	**BARGAINING UNIT**	MERIT
RESIDENCY REQUIREMENT?	No		

Centrally located in the heart of Iowa, Ames is a vibrant, progressive community with more than 66,000 residents providing an excellent quality of life. Home to Iowa State University, Ames offers year-round recreation opportunities, diverse cultural offerings, a stable economy, safe neighborhoods, and a high-achieving school district.

General Information

https://www.youtube.com/embed/97rsAGfo1eQ?wmode=opaque&rel=0

The Electric Services department within the City of Ames has an exciting opportunity for an Electrical Engineer I or II!

The City of Ames is conducting a recruitment to establish a Civil Service eligibility list for this classification (Electrical Engineer I). The list will be valid for up to one year from the date of certification by the Ames Civil Service Commission and may be used to fill one or more vacancies in this classification. In addition, City of Ames Civil Service employees who have previously held Civil Service status in this classification and are interested in voluntarily demoting or laterally transferring into the current vacancy must submit their application by the deadline.

Electrical Engineer I: Under general direction, performs electrical engineering duties related to the City's electric facilities and operations. **Will be assigned work primarily in the assigned functional areas of distribution and/or substation design and project management;** prepares, reviews and modifies specifications, drawings and construction work packages; works with customers, contractors, staff and other department and agencies in the planning, design, and project management of electrical distribution and/or substation projects; respond to general and/or project-specific inquiries from customers; excellent verbal and written communication skills are essential. Performs related work as

required.

Electrical Engineer II: Under general direction, performs electrical engineering duties related to the City's electric facilities and operations. Performs related work as required.

In order to be considered for this position, all applicants must submit their online application by the deadline listed on this posting. Your application includes complete responses to the supplemental questions. Please keep in mind that submission of a resume in lieu of work history on your application or answering the supplemental questions is not sufficient.

Compensation Philosophy:

The City of Ames has a compensation philosophy for our merit salary ranges that provides growth for employees as they gain experience and expertise in their roles. The minimum pay of each range is intended to reflect an employee's qualifications that meet the position's minimum requirements. The median of any range is for an employee who can reasonably meet all expectations of the position responsibilities without initial or extensive training. The City may consider a candidate's education, experience, and skills that are above the minimum requirements when considering a salary closer to the median. The median salary for Electrical Engineer I is $94,926. The median salary for Electrical Engineer II is $113,248.

Benefits

Our comprehensive benefits package can be viewed at: City of Ames Benefits

Public Service Loan Forgiveness (PSLF) Program: The PSLF Program is a federal program that is intended to encourage individuals to work in public service by forgiving the balance of their federal student loans. To qualify, the individual must have made 120 qualifying payments while employed by a qualifying employer. For more information, please visit: PSLF Program

Examples of Essential Job Functions

Common to both: Examples of Essential Job Functions: Prepare plans, designs, drawings, maps, reports, cost estimates and work instructions and conducts studies and inspections to support the operation and maintenance of the City's electric system in the assigned functional area; prepares specifications for construction contracts and evaluates bids; coordinates design and construction activities with other City departments, customers and contractors; provides engineering technical support to other City departments; ensures compliance with City operating procedures, safety rules, policies and the rules and regulations of other agencies that apply to City operations.

Each employee is expected to continually strive to bring shared values to life through our Excellence Through People organizational culture. ETP values include: committing to continuous improvement; inspiring creativity and innovation; being customer driven; making data-driven decisions; championing employee involvement; striving for excellence; having fiscal stewardship; acting with honesty and integrity; exhibiting leadership; choosing a positive attitude; respect and dignity for one another; promoting safety and wellness; and cultivating teamwork. For leaders, this includes creating a work culture that brings these values to life. For all employees, this includes maintaining a Total City Perspective. The purpose of ETP is to deliver exceptional services to the public at the best price, and for employees to experience an enjoyable and stimulating work environment.

Electrical Engineer II: Other Job Functions: Train, mentor, and partner with the Electrical Engineer I as directed and assist them as necessary. Will also provide support for electrical outages.

Qualifications

Electrical Engineer I: Education and Experience: Bachelor's degree in Electrical Engineering from a college or university accredited by the Accreditation Board for Engineering and Technology required with a graduation date of May 2027 or before; and at least three (3) months of engineering experience in the appropriate functional area are required. Related experience obtained in a co-op or internship program may be applied toward the minimum experience requirement.

For candidates who are scheduled to graduate with a Bachelor's Degree in 2027 or before, proof of receiving educational degree will be required no later than May 27, 2027.

Licenses and Certificates: Must possess an Engineer in Training (EIT) certificate within twelve months of original appointment; must possess a valid driver's license.

Electrical Engineer II: Education and Experience: Bachelor's degree in Electrical Engineering from a college or university accredited by the Accreditation Board for Engineering and Technology required; and at least five (5) years of engineering experience in the appropriate functional area are required. Related experience obtained in a co-op or internship program may be applied toward the minimum experience requirement.

Licenses and Certificates: Must be a registered Professional Engineer (Electrical) in the state of Iowa, or must be a registered Professional Engineer (Electrical) in another state and can obtain the ability to become registered as a Professional Engineer (Electrical) in Iowa within 6 months of appointment. Must also possess a valid driver's license.

Common to both:
Knowledge, Skills and Abilities Required to Perform Essential Functions:
Comprehensive knowledge of the principles and practices of electrical engineering; knowledge of industry safety rules, operating guidelines, policies and the rules and regulations of the City of Ames and other agencies that apply to City operations; knowledge of federal, state, and local regulations related to electric utility design, construction and operations; knowledge of computer applications pertaining to electrical engineering; knowledge of the principles and practices of computer-aided-design (CAD) and geographical information systems (GIS).

Skill in the application of engineering theory to operational problems.

Ability to perform technical research, evaluate alternatives and develop solutions to resolve technical engineering problems; ability to prepare and interpret engineering plans and specifications; ability to perform advanced complex mathematical computations and analyses; ability to prepare complex design details, estimates, plans, and specifications related to utility engineering projects; ability to prepare clear, concise written reports; ability to communicate effectively in both oral and written form; ability to establish and maintain effective working relationships with citizens, supervisors, co-workers, other City employees, contractors, vendors, and representatives from other governmental organizations and agencies; ability to effectively address the questions, concerns, and complaints of citizens in relation to projects; ability to effectively use standard office computer equipment and software; ability to work independently without supervision; ability to operate a motor vehicle.

Supplemental Information

Common to both: General Physical Characteristics: The work involves sitting 60 percent of the time; sitting and using arm/leg controls (e.g. driving) 10 percent of the time; standing (but not walking) 10 percent of the time; standing and walking 20 percent of the time; routinely lifting objects up to 25 pounds; occasionally lifting objects from 25 to 50

pounds; and infrequently lifting objects over 50 pounds.

Vision Requirements: The minimum standard for use with those whose work deals largely with preparing and analyzing data and figures, accounting, transcription, computer terminal, extensive reading, visual inspection involving small defects or parts, use of measurement devices or assembly of parts at distances close to the eyes.

Required Physical Activities: Climbing, balancing, stooping, kneeling, crouching, crawling, reaching, standing, walking, pushing, pulling, lifting, finger dexterity, grasping, feeling, talking, hearing, and repetitive motions.

Environmental Conditions: The work is performed inside and/or outside and includes being exposed to extreme cold, extreme heat, noise, mechanical hazards, electrical hazards, atmospheric conditions that affect the respiratory system or skin, oils.

Examples of Equipment Essential to the Job: Motor vehicle; two-way radio; general office equipment; computers and peripheral equipment; spreadsheet, database, engineering applications, CAD/GIS and communications software; a variety of printed materials; a variety of safety equipment and clothing.

Selection Process:

The selection process consists of an evaluation of education and experience; phone interview; on-site interview, which will include a manager meeting and and completion of reference checks and a criminal background check, which includes a sex offender registry check. All candidates will be notified by email of their application status.

Preference may be given to applicants possessing qualifications above the minimum.

Depending on the number of qualified candidates, the City may forego phone interviews.

Veteran's Preference Points (Electrical Engineer I): The City of Ames provides Veteran's Preference Points for Civil Service positions. A copy of your DD214 and, if applicable, proof of disability, must be attached with your application (or faxed to 515-239-5294) prior to the close date of the posting in order to receive Veteran's Preference Points.

E-Verify Process:

The City of Ames participates in E-Verify and will provide the Social Security Administration (SSA) and, if necessary, the Department of Homeland Security (DHS), with information from each applicant's Form I-9 to confirm work authorization. All candidates who are offered a position with the City of Ames must complete Section 1 of Form I-9 along with the required proof of their right to work in the United States and proof of their identity on their first day of employment. Please be prepared to provide required documents on your first day of employment. For additional information regarding acceptable documents for this purpose, please contact Human Resources at 515-239-5199 or go to the US Citizenship and Immigration Services web page at: http://www.uscis.gov.

NOTE: Applicants with disabilities may submit requests for ADA testing or interview accommodations to the Human Resources Department prior to the test or interview.

The City of Ames is an Equal Opportunity/Affirmative Action employer. All qualified applicants will receive consideration for employment without regard to race, color, creed, age, religion, sex, sexual orientation, gender

identity, genetic information, ancestry, national origin, marital status, disability, or protected veteran status and will not be discriminated against. Inquiries can be directed to the Human Resources Department at 515-239-5199.

Employer
City of Ames

Address
515 Clark Ave

Ames, Iowa, 50010

Phone
515-239-5199

Website
http://www.cityofames.org/jobs

Electrical Engineer I or II Supplemental Questionnaire

*QUESTION 1

Do you have a bachelor's degree in Electrical Engineering from a college or university accredited by the Accreditation Board for Engineering and Technology or will have by May 2027?

- ◯ Yes
- ◯ No

*QUESTION 2

Do you have at least three (3) months of engineering experience in the appropriate functional area?

- ◯ Yes
- ◯ No

*QUESTION 3

Do you possess an Engineer in Training (EIT) certificate? Yes or No, and please indicate which state you received this from.

*QUESTION 4

If you do not possess an Engineer in Training (EIT) certificate, can you obtain this within twelve months of original appointment?

- ◯ Yes
- ◯ No
- ◯ N/A

*QUESTION 5

Will you have a valid driver's license at the time of hire?

- ◯ Yes
- ◯ No

*QUESTION 6

Please describe any design experience or project experience you have related to the following two functional areas of distribution and substations. Please elaborate on the types of projects you have worked on and whether your project experience included management of multiple concurrent projects: A. Electric utility distribution facility design and/or project management and your duration of experience with each (ie: months, years of experience) B. Electric utility substation facility design and/or project management and your duration of experience with each (ie: months, years of experience).

*QUESTION 7

Please describe, with specific detail, any experience you may have responding to public inquiries, working with stakeholders, and interacting with customers.

*QUESTION 8

Please describe any supplemental experience you have using any of the following software products (provide duration of experience and proficiency level for each): a. AutoCAD b. ESRI ArcGIS products c. Milsoft Windmill (or similar Distribution Analysis software) d. Milsoft DisSpatch (or similar Outage Management software) e. MS Office products (Word, Excel, Access)

*QUESTION 9

Please describe any additional education or work related experience which you feel makes you an ideal candidate for the position of Electric Engineer I.

* Required Question