



Job Announcement for a Flood Infrastructure Project Manager

Open through December 5, 2025

Agency Background: San Mateo County has already been severely affected by the impacts of climate change, including temperatures that have risen at a rate much higher than the national average, extreme storms, drought, coastal erosion, groundwater rise, and sea level rise that threatens more people and property than in any other California county. Due to these hazards, State legislation (AB 825, authored by Kevin Mullin) established the San Mateo County Flood and Sea Level Rise Resiliency District – also known as OneShoreline – on January 1, 2020 as the first independent government agency in California with the authority to work across jurisdictional boundaries to plan for, and build resilience to, the water-related impacts of climate change. Taking on this transformative challenge requires a holistic approach to:

- Geography – OneShoreline works across jurisdictional boundaries so the County, the twenty cities within it, and other governmental, non-profit, and private entities can align the benefits and share the costs of this work.
- Threats – OneShoreline helps plan for, and build resilience to, long-term future conditions based on the best available science associated with the many issues.
- Objectives – Climate change is an issue for housing, transportation, utilities, habitat, parks, and other assets that make our communities livable, so OneShoreline’s land use and project work focuses on the long-term resilience of developed, recreational, and natural areas.

As our name suggests, OneShoreline’s philosophy is that we are all in this together. More information about OneShoreline’s objectives and strategies to turn one of the most vulnerable counties into the most resilient one can be found at [OneShoreline.org](https://www.oneshoreline.org).

Position Summary: OneShoreline seeks qualified applicants to help shape the direction of our young agency, oversee the operations and maintenance of flood management infrastructure across the county, and, where possible, transform that infrastructure into facilities that work with nature and incorporate climate-driven conditions. The successful candidate will work under the direction of the agency’s Director of Project Management, and collaborate with OneShoreline finance and project staff, to facilitate projects that repair or replace the following:

- Flood Early Warning System, an integrated, expanding, system of stream, precipitation, and tide gauges.
- Flood Zone Assets along Colma Creek, including a creek channel bottom that is concrete-lined or natural in various locations and multiple culverts, San Bruno Creek, including two pump stations, a tide gate, and natural creek channel, and San Francisquito Creek, including natural creek channel and instream infrastructure.
- Bayfront Canal & Atherton Channel Flood Protection and Ecosystem Restoration Project of two culverts, associated in-take and outfall structures, a trash capture device, and environmental mitigation site.
- Routine Maintenance Program for Bayside Creeks and Municipal Regional Stormwater Permit compliance.

An Ideal Candidate for this Position Demonstrates Some of the Following:

- Knowledge and experience in the principles and practices of design, construction, and maintenance of flood management infrastructure and hydrology and hydraulics, and able to learn climate and watershed related technical information, and to formulate, assess, and recommend alternatives in collaboration with others.
- Comfortable overseeing construction and maintenance work, including working with consultants and contractors in the field and staff from multiple jurisdictions across the county, and an ability to communicate effectively with stakeholders such as private property owners and community members.
- Self-directed and accountable, with the ability to organize complicated assignments and take initiative, schedule and carry out assignments, while also seeking input, resources, and partnerships to strengthen outcomes.
- Ability to provide succinct reports on project progress in meetings with partner jurisdictions, property owners, community groups, regulatory and other governmental agencies, and the public. Able to prepare concise and effective staff reports and other forms of written syntheses of project work.

Examples of *Potential* Key Duties of this Position:

- Inspect OneShoreline Flood Zone infrastructure to identify and prioritize maintenance needs, develop and implement asset management inventory and protocols for long-term infrastructure stewardship, and ensure compliance with environmental permits for infrastructure maintenance and improvements.
- During and after flood events, coordinate and oversee OneShoreline’s response, including inspections, repairs, and future improvements to the Flood Early Warning System by contractors or staff and communication with partner agencies, regulators, and the public.
- On projects related to OneShoreline infrastructure, manage the process to procure the services of consultants and contractors; the scope, budget, and schedule of consultant contracts; prepare clear and concise correspondence and reports; review plans of adjacent private development and public infrastructure; and support OneShoreline efforts to secure environmental permits.
- On projects related to OneShoreline infrastructure, oversee the work of construction contractors to resolve challenges and ensure compliance with approved contracts, plans and specifications, permits, as well as utilities and safety standards.
- Facilitate interdisciplinary project team meetings, including developing agendas, guiding decision-making, documenting agreements, and delegating action items.
- Collaborate with asset owners, jurisdictions, emergency managers, regulatory agencies, and other partners to advance shared resilience goals.

Compensation and Benefits: The pay of the successful candidate will be commensurate with the candidate’s qualifications and experience, with annual compensation ranging from \$85,000-\$190,000. This position comes with a robust benefits package including Social Security, employer contributions to retirement accounts up to 15% of gross salary; medical, dental, and vision insurance; a flexible spending account; paid holidays, vacation, and sick leaves; and other benefits.

Location and Work Arrangement: An office will be provided at OneShoreline’s offices in San Mateo, CA, and a hybrid arrangement from the office and home is possible. Travel within San Mateo County is required.

Minimum Qualifications: Bachelor’s degree in a relevant field and at least five years of professional work experience to provide the knowledge, skills, and abilities necessary to successfully fill this role.

Hiring Process: The first review of applications will occur immediately after December 5, 2025. By that date, candidates for this position must submit an email to jobs@OneShoreline.org with the subject line “Flood Infrastructure Project Manager” and include the following attachments:

1. One-page cover letter describing your interest in joining OneShoreline and serving in this position.
2. Your resume, listing qualifications aligned with the duties listed.
3. Names and contact information of three professional references (who may be contacted after an interview).
4. A written response of approximately 250 words to the following question: Detail how one professional experience has prepared you to work with OneShoreline and in this position.

OneShoreline will review all documents received and notify applicants within two weeks of their submission if they are selected to be interviewed. An offer of employment for the position will be at the sole discretion of OneShoreline’s CEO. Questions regarding this position may be directed to jobs@OneShoreline.org.

Please note: During the recruitment and selection process, applicants may be required to submit verification of qualifying education and experience. OneShoreline is proud to be an Equal Opportunity Employer. We welcome and celebrate the diversity of our employees and strive to create a workplace free of discrimination and harassment, where all employees feel valued every day. OneShoreline will make reasonable efforts in the examination process to accommodate persons with disabilities. Should you require accommodations, please notify OneShoreline in advance by emailing jobs@OneShoreline.org.