

WATER

PIPELINE DESIGN ENGINEER

ASSISTANT, ASSOCIATE,
JOURNEY LEVEL (DOQ)



\$126,818 - \$195,300
FALLBROOK, CA/HYBRID REMOTE

RAINBOWMWD.CA.GOV



Make a Difference at a Small Agency

We're a small, agile agency with an engaged, collaborative team and a strong commitment to serving our community. Rainbow Water is known for taking bold, proactive steps in the public sector. It is a refreshing environment for those who thrive in a results-driven, community-focused setting without the slow bureaucracy common in larger agencies.

Rainbow Water works to continuously improve and welcomes innovation across all departments. As a small agency, we have championed change and built a collaborative team that makes a difference every day. A few of our most recent accomplishments include:

- The historic completion of detachment from San Diego Water Authority to Eastern Municipal Water District came to an end in November 2024. The years long process involved efforts from staff, local representatives and the community to pave the way to bring: wholesale water reliability, mitigate future wholesale rate increases, significantly lower the cost of water, and free up financial resources to fund CIP and restore cash reserves.
- Operations and engineering teams completed three pump stations in less than 10 months to make infrastructure improvements required to finalize detachment.
- Installation of the first heli-hydrant in San Diego County with multi-agency partnership from CAL Fire and North County Fire Protection Agency in 2021. The heli-hydrant was key to stopping the spread of the November 2024 Garden Fire and the Mission Fires in May 2026 in the communities of Fallbrook and Bonsall.



Rainbow Water

Since 1953, Rainbow Municipal Water District has provided water and wastewater services to support the growth and well-being of northern San Diego County. Governed by an elected Board of Directors and supported by 58 dedicated, professional staff members, the District serves the unincorporated communities of Rainbow and Bonsall, along with portions of Fallbrook, Oceanside, Pala, and Vista. The District focuses on delivering high-quality, reliable services designed to meet the current and future needs of the community. The District has a significant agricultural customer base, serving avocado and citrus groves, nurseries, and other agricultural operations. As the region continues to evolve and residential development increases, the District works to balance the needs of these long-standing farming operations with the evolving demands of households and commercial businesses.

To serve the community effectively, the District operates and maintains a comprehensive network of water and wastewater infrastructure. Currently importing 100% of its water through the Eastern Metropolitan Water District, the District places a high priority on supply reliability and long-term system efficiency. Daily operations focus on proactive maintenance to prevent issues from escalating, helping households, businesses, and agricultural customers receive dependable service with minimal interruption.

A major milestone for the District occurred in 2024 with the successful switch in wholesale water suppliers. Driven by a goal to protect customers from unsustainable wholesale water rate increases, this move highlighted the District's commitment to the community. Operating as a small and agile District, Rainbow Water is positioned to respond quickly to local needs and opportunities and builds trust with the customer base through high-quality operations, well-managed resources, and a genuine commitment to service. By prioritizing responsible resource management and practical innovation, the District helps customers make informed decisions about their water use, ensuring a resilient water supply and serving the community as a trusted partner.



Distribution System

Water Main:
344 miles of pipelines



Sewer Facilities

Lift Stations: 8
Sewer Main:
83 miles of pipelines



Water Facilities

Pump Stations: 10
Reservoirs: 3
Storage Tanks: 13



Imported Water Supply

Rainbow Water imports 100% of its water is sourced from the Metropolitan Water District from the Northern Sierra Mountains through the State Water Project, and the Rocky Mountains through the Colorado River Aqueduct. The water is supplied directly from Metropolitan Water District's Robert A. Skinner Filtration Plant in Temecula, Riverside County.

The Role

Be the Architect of Our New Pipeline Replacement Program

- We aren't looking for a paper-pusher. We are looking for our primary In-House Design Engineer. Rainbow Water plans to phase in a dedicated in-house CIP construction crew over the next three years, and we are hiring you first. Your mission is to jump straight into AutoCAD Civil 3D, map alignments, run hydraulic models, and fill a robust pipeline of "shovel-ready" projects. Once the crew is active, you will be their direct engineering partner—watching your designs being built in real time.
- You'll get to shape projects from concept to construction, working closely with operations, project managers, and our future in-house crew. In addition to the District's CIP work, you will also review and validate private development plans to ensure they fully conform to all standards. You'll solve real-world challenges and help build a design program grounded in speed, quality, and impact—all within an agency that values initiative over bureaucracy.
- Engineering decisions here matter immediately and visibly — whether enabling the District's pipeline replacements or ensuring private developments align with District requirements. When our systems work better, the community feels it, and your work becomes part of the region's long-term reliability story. You won't just design pipelines — you'll shape engineering culture, improve internal standards, and help build a team that is proud of what it constructs.

The Ideal Candidate

This position requires a unique blend of engineering precision and entrepreneurial hustle. We don't micromanage. We need an independent, confident professional who can take a goal and run with it.

- **A Hands-On Designer:** You love the actual craft of utility and conveyance design, but you're equally excited to throw on your boots and troubleshoot in the field with our construction crews.
- **Can Keep Up:** You possess an innate sense of urgency that is rare in the public sector. You cannot stand letting projects stall.
- **An Elite Multitasker:** You are adept at keeping several balls in the air at once, shifting priorities with a calm, organized focus.
- **Obsessed with Details:** Nothing gets by you during plan checks—you catch every critical issue, ensuring compliance and maintaining rapid turnaround times without sacrificing quality.
- **A Self-Starter:** You don't wait to be told what to do next. You see an infrastructure need, you design the solution, and execute.



Designed for Growth

We have intentionally designed this position to meet you where you are — whether at the Assistant, Associate, or Journey-Level Engineer stage — and to give you a faster, hands-on path to the next level. In our agency, engineering work isn't siloed. You won't be slotted into one narrow function; instead, you'll experience the full lifecycle of projects and directly influence how our infrastructure systems evolve. That exposure and autonomy naturally accelerate professional development, especially compared to larger utilities where processes are rigid and career progression can stall.

Assistant

Perfect for someone who learns by doing. You've had an internship or hands-on project design experience, and you're eager to jump into real utility work. You don't need step-by-step instructions — give you a goal, and you'll run with it. This level is ideal if you want lots of hands-on design exposure and the chance to build skills faster than a large agency allows.

Associate

A great fit for an engineer ready for more responsibility and broader experience. You've spent a few years designing in a utility or consulting environment, but you want out of the silo. Here, you'll work across the full CIP lifecycle — planning, design, construction support, and close out — with more autonomy and more opportunities to diversify your skillset.

Engineer

Ideal for a seasoned designer who wants to own meaningful work. You're excited by the pace and visibility of a small team and want to play a central role in building our in house CIP program. This level fits someone who's ready to lead, improve standards, and see their designs turn into real projects with real community impact. This level also includes a clear future advancement pathway to Senior Engineer for those ready to take on greater technical leadership and responsibility.



Compensation & Benefits

We expect high performance and reward it with an exceptional quality of life and compensation. Final offers will fall within the posted range for each level and will reflect the selected candidate's overall qualifications. This position is eligible for annual cost of living increases each July and merit increases each January after the first year, ensuring steady, performance based growth within the District's compensation structure.

The Qualifications Matrix (DOQ):

Assistant Engineer (\$115,289 - \$161,405)

- Bachelor of Science in Civil/Mechanical Engineering is required
- Engineer-in-Training (EIT) Certification is strongly preferred

Associate Engineer (\$126,818 - \$177,545)

- 2–5 years of water utility design experience
- Bachelor of Science in Civil/Mechanical Engineering is required
- Engineer-in-Training (EIT) Certification is required
- A California Professional Engineer license is strongly preferred

Engineer (\$139,500 - \$195,300)

- 5+ years of water utility design experience
- Bachelor of Science in Civil/Mechanical Engineering is required
- A certificate of registration as a CA Professional Civil Engineer

Benefits

We endeavor to support all our team members in thriving at work and at home, so our employee benefits include not only medical care but also a variety of mental health resources, fertility benefits, same-sex family-building options, adoption assistance, vision and dental care, tuition assistance, student loan repayments, and generous retirement plans.

- **Flexible Scheduling:** Enjoy a hybrid/partially remote schedule after onboarding, and a 9/80 schedule with alternating Fridays off.
- **Health Insurance:** Five plans to choose from, including one free for family coverage and a \$600 cash-in-lieu of benefits option.
- **Generous Paid Time Off (PTO):** Six weeks of PTO to start, and an option to cash out unused PTO once per year.
- **CalPERS (Public Employees Retirement System):** 2.5% at 55 for Classic Members and 2% at 62 for New Members – employee contributions required.
- **Retirement Savings Plan Matching:** We match up to \$150 of your contributions on the 457b and \$75 on the 401a plan per pay period.



Application & Recruitment Process

Are You Ready for Make Your Mark?

If you are tired of being a small cog in a large corporate consulting or public agency wheel, it's time to build something lasting at Rainbow Water. The Pipeline Design Engineer application will remain open until filled, and applications will be reviewed as received, with the first round of interviews scheduled for early August.

How to Apply Online

Please submit your application, resume, and cover letter directly through the [Governmentjobs.com](https://www.governmentjobs.com) portal. Resumes may be attached but are not accepted in place of the online application.

To be considered for this position, apply on [governmentjobs.com](https://www.governmentjobs.com) or scan the QR code.

All applications will be reviewed, and those whose qualifications best match the position requirements will be contacted to participate in the selection process. Our selection process may include computer-based assessments, one or more panel interviews, or the submittal of previous work products. Candidates not selected will be notified via email. All offers of employment are contingent on passing pre-employment background checks, including verification of education, licensure, previous employment, criminal convictions, and a drug screen.



Equal Employment and Reasonable Accommodations Employer

Rainbow Municipal Water District is an Equal Opportunity Employer. Qualified applicants who need a reasonable accommodation to participate in the application or selection process should contact Human Resources to request assistance at recruitment@rainbowmwd.com





Accolades

Rainbow Water strives for excellence and is a San Diego Union-Tribune Top Workplace for five years running. In 2024, the District achieved Silver status for the American Heart Association Workforce Well-Being Works Better™ Scorecard.

Our team members succeed by demonstrating our core values of innovation, teamwork, responsibility, integrity, and professionalism. In a recent employee survey, 100% of respondents said they “feel inspired to do their best at work every day.”

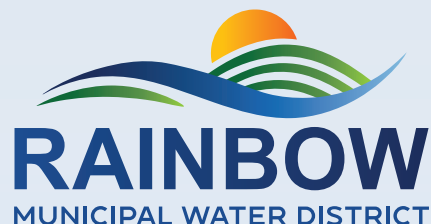


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