



City of Missoula Transportation Engineer

SALARY	Depends on Qualifications	LOCATION	Missoula, Montana
JOB TYPE	Regular, Full-Time	JOB NUMBER	00721
DEPARTMENT	Public Works & Mobility	DIVISION	PWM-Engineering
OPENING DATE	06/05/2026		

Overview

Help Shape Missoula's Future — One Road, Trail, and Intersection at a Time

The City of Missoula is seeking a talented and motivated **Transportation Engineer** to plan, design, and manage multi-modal transportation infrastructure projects that serve all users—drivers, cyclists, pedestrians, and transit riders alike. If you're passionate about creating safe, efficient, and connected communities, this is your opportunity to contribute directly to Missoula's growing and evolving transportation network.

In this role, you'll lead and support a variety of surface transportation projects, from concept to completion. You'll collaborate with local stakeholders, interpret engineering standards and transportation data, and apply innovative solutions to improve mobility across the city. Whether you're developing plans for ADA-compliant intersections, improving bike and pedestrian routes, or reviewing MDT right-of-way modifications, your work will have a lasting impact on Missoula's livability and sustainability.

We're looking for a proactive professional with strong technical expertise and a collaborative spirit—someone who thrives in a dynamic environment where engineering meets community engagement. If you're ready to bring your knowledge of traffic engineering, project design, and multi-modal systems to a city that values forward-thinking infrastructure, we encourage you to apply.

Screening of applications will begin on Monday, June 22, 2026. Please apply by this date to ensure timely consideration of your application. Applications will continue to be accepted until an adequate applicant pool has been established and the position is filled.

To Apply: All applicants must submit a **City of Missoula Application AND a Cover Letter** explaining your interest in this position and detailing how your experience and education meet the qualifications.

Failure to attach the cover letter will result in your application being incomplete, and therefore, not reviewed by the hiring manager.

Resumes will not be reviewed. All details should be entered on the application.

Starting Pay:

New hires start within our entry-to-market range, depending on experience and qualifications:

Engineer in Training: \$37.12– \$42.66/hour

Engineer: \$42.31 – \$49.20/hour

Senior Engineer: \$45.49 – \$52.90/hour

Full Pay Range:

Each position also has a full wage range that reflects potential growth over time, including annual increases for longevity and cost-of-living:

Engineer in Training: \$37.12 – \$45.22/hour

Engineer: \$42.31 - \$52.16/hour

Senior Engineer: \$45.49 - \$56.07/hour



Essential Functions

Engineer in Training

- Provide direct support in developing and managing the City's multi-modal surface transportation projects according to established engineering standards and state or federal construction policies.
- Participate in developing and updating local transportation policies and procedures, and working closely with stakeholders to improve efficiency, safety, and connectivity for all transportation modes in support of planning documents and community goals.
- Assist in producing conceptual plans, quality designs, cost estimates, and specifications for multi-modal facilities located within the right-of-way; recommend modifications to existing transportation infrastructure within Montana Department of Transportation (MDT) right-of-way.
- Prepare and review transportation facility layouts for all road classifications, including geometric layouts and right-of-way impacts.
- Prepare signing and pavement marking plans for preliminary and final design to comply with accepted standards, including the American Disabilities Act (ADA).
- Review construction projects by preparing work zone traffic control plans, visually inspecting sites for transportation infrastructure, monitoring deviations from approved plans, and reporting findings.
- Investigate issues and opportunities; collect and analyze data, including various multimodal traffic studies and crash data records, to determine the sufficiency of existing transportation systems and program future transportation needs.
- Perform other duties as assigned, based on training and qualifications.

Engineer

- Provide direct support in developing and managing the City's multimodal surface transportation projects according to established engineering standards and state or federal construction policies.
- Participate in developing and maintaining local transportation policies and procedures, working closely with stakeholders to improve efficiency, safety, and connectivity for all transportation modes in support of planning documents and community goals.
- Assist in producing conceptual plans, quality designs, cost estimates, and specifications for multi-modal transportation facilities located within the right-of-way; recommend modifications to existing transportation infrastructure within Montana Department of Transportation (MDT) right-of-way.

- Prepare and review transportation facility layouts for all road classifications, including geometric layouts and right-of-way impacts; prepare signing and pavement marking plans for preliminary and final design to comply with accepted standards, including the American Disabilities Act (ADA).
- Review construction projects by preparing work zone traffic control plans, visually inspecting sites for transportation infrastructure, monitoring deviations from approved plans, and reporting findings.
- Investigate issues and opportunities; collect and analyze data, including various multimodal traffic studies and crash data records, to determine the sufficiency of existing systems and program future transportation needs.
- Interpret and distill project information to staff, elected officials, citizens, and other stakeholders at public hearings and informational meetings; maintain all project records and studies.
- Perform other duties as assigned, based on training and qualifications.

Engineer (Senior)

- Manage the City's multimodal surface transportation projects independently, according to established engineering standards and state or federal construction policies.
- Develop and maintain local transportation policies and procedures; work closely with stakeholders to improve efficiency, safety, and connectivity for all transportation modes in support of planning documents and community goals.
- Produce conceptual plans, quality designs, cost estimates, and specifications for multi-modal transportation facilities located within the right-of-way; independently manage City interactions with Montana Department of Transportation (MDT) infrastructure improvement projects.
- Prepare and review transportation facility layouts for all road classifications, including geometric layouts and right-of-way impacts; prepare signing and pavement marking plans for preliminary and final design to comply with accepted standards, including the American Disabilities Act (ADA).
- Review construction projects by preparing work zone traffic control plans, visually inspecting sites for transportation infrastructure, monitoring deviations from approved plans, and reporting findings.
- Investigate issues and opportunities; collect and analyze data, including various multimodal traffic studies and crash data records, to determine the sufficiency of existing transportation systems; use investigation results to assist in programming future transportation spending.
- Interpret and distill project information to staff, elected officials, citizens, and other stakeholders at public hearings and informational meetings; maintain all project records and studies.
- Perform other duties as assigned, based on training and qualifications.

Knowledge, Skills and Abilities

Engineer in Training

- Knowledge of engineering principles and practices, including construction, design, development, infrastructure, and operations.
- Knowledge of and ability to interpret and apply the Missoula Municipal Code, Montana State and Federal laws relating to accessibility, bidding procedures, record keeping, reporting, rights-of-way, zoning, and engineering inspection policies and procedures.
- Knowledge of State and Federal grant programs, workplace safety, and emergency management procedures and regulations.
- Knowledge of and ability to apply compliance standards and design guidelines, including American Association of State Highway Officials (AASHTO), National Association of City Transportation Officials (NACTO), form-based codes, smart-growth principles, and Complete Streets.
- Skill in negotiating and communicating, in person and writing, with the proven ability to establish and maintain effective working relationships with diverse individuals.
- Skill in managing projects, including consultant selection, contract administration, project scheduling, budgeting, and risk management.
- Ability to maintain records and prepare reports and correspondence.
- Ability to read and interpret engineering and building plans, specifications, technical reports, calculations, and codes to determine compliance with applicable regulations and standards.

- Ability to learn Public Works standards, City of Missoula plans, including Utility, Transportation, and Capital Improvement Plans.
- Ability to provide engineering expertise across multiple areas and projects, including Development Review, Transportation, and Utilities.

Working Conditions:

- Work environment may involve exposure to unavoidable weather conditions, occupational hazards, construction hazards, and physical risks, including access to project sites, uneven terrain, loud noises, and working in confined spaces, open trenches, heights up to 45 feet, or high traffic areas, which require following basic safety precautions.

Engineer

- Knowledge of traffic engineering, multi-modal, and project management principles and practices, including budgeting, construction, design, development, infrastructure, operations, and risk management.
- Knowledge of and ability to interpret and apply various state and federal laws relating to accessibility, record keeping, reporting, rights-of-way, zoning, and engineering inspections.
- Skill in utilizing various computer software and databases, including Microsoft 365, and the ability to learn job-specific applications and equipment.
- Skill in organization, time management, and prioritizing with the proven ability to have keen attention to detail and accuracy in performing work with adherence to strict deadlines.
- Skill in negotiating and communicating, in person and writing, with the proven ability to establish and maintain effective working relationships with diverse individuals.
- Ability to maintain records and prepare reports and correspondence.
- Ability to read and interpret engineering and building plans, specifications, technical reports, calculations, and codes to determine compliance with applicable regulations, standards, and design guidelines, including American Association of State Highway Officials (AASHTO) and National Association of City Transportation Officials (NACTO).
- Ability to maintain and foster a culture of professionalism, adhere to departmental and City standards and specifications, and support a positive team environment.
- Ability to resolve conflicts with facilitating outcomes while maintaining a calm demeanor.
- Ability to learn and interpret departmental and City of Missoula practices and procedures, including Missoula Municipal Code, Utility, Transportation, Capital Improvement Plans, etc.

Working Conditions:

- Work environment may involve exposure to unavoidable weather conditions, occupational hazards, construction hazards, and physical risks, including uneven terrain, loud noises, and working in confined spaces, open trenches, or at heights up to 45 feet, which require following basic safety precautions.

Engineer (Senior)

- Knowledge of engineering principles and practices, including construction, design, development, infrastructure, and operations.
- Knowledge of and ability to interpret and apply the Missoula Municipal Code, State and Federal laws relating to accessibility, bidding procedures, record keeping, reporting, rights-of-way, zoning, and engineering inspection policies and procedures.
- Knowledge of State and Federal grant programs, workplace safety, and emergency management procedures and regulations.
- Knowledge of and ability to apply compliance standards and design guidelines, including American Association of State Highway Officials (AASHTO), National Association of City Transportation Officials (NACTO), form-based codes, smart-growth principles, and Complete Streets.
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- Ability to maintain records and prepare reports and correspondence.

- Ability to read and interpret engineering and building plans, specifications, technical reports, calculations, and codes to determine compliance with applicable regulations and standards.
- Ability to learn Public Works standards, City of Missoula plans, including Utility, Transportation, and Capital Improvement Plans.
- Ability to provide engineering expertise across multiple areas and projects, including Development Review, Transportation, and Utilities.

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Qualifications and Additional Application Materials

Engineer in Training

Must have the following by time of hire:

- Bachelor’s degree in civil engineering, engineering technology, or another related field. ([MCA 37-67-324](#))
- Must be a Registered Engineer Intern in the State of Montana and have passed the Fundamentals of Engineering (FE) exam.
- Must have a valid Montana driver’s license with a verified acceptable driving record, or the ability to obtain within 60 days of hire.

Engineer

- Bachelor’s degree in engineering, civil engineering, or another relevant field. ([MCA 37-67-323](#))
- Must have a Professional Engineer certification from the state of Montana or the ability to obtain certification within six (6) months of hire.
- Must have a valid Montana driver’s license with a verified acceptable driving record, or the ability to obtain within 60 days of hire.
- Professional Traffic Operations Engineer (PTOE) certification, preferred.

Engineer (Senior)

- Bachelor’s degree in civil engineering, engineering technology, or another related field and four (4) years of experience as a Professional Engineer.
- Must have a Professional Engineering License from the State of Montana, or the ability to obtain within six (6) months of hire.
- Must have a valid Montana driver’s license with a verified acceptable driving record, or the ability to obtain within 60 days of hire.

The City of Missoula does not sponsor employment visas (e.g., F-1, H-1B, TM). Applicants must be authorized to work in the United States on a full-time basis at the time of application.

Employer

City of Missoula

Address

435 Ryman Street
 Human Resources
 Missoula, Montana, 59802

Phone

406-552-6130

Website

<https://www.ci.missoula.mt.us/>

Transportation Engineer Supplemental Questionnaire

***QUESTION 1**

Are you a registered Engineer Intern or Professional Engineer?

Yes

No

***QUESTION 2**

Have you attached your cover letter to complete your application?

Yes

No

* Required Question