

**Fayette County, Illinois is seeking an experienced, highly motivated and collaborative individual to serve as County Engineer.** This position performs all services and acts reasonably necessary to fulfill the duties and responsibilities of County Engineer as described in the Illinois Highway Code (605 ILCS 5).

### **Responsibilities**

The Fayette County Highway Department is responsible for the construction and maintenance of the county highway system, which includes 167 miles of highway and 51 bridges. We provide various engineering services to the 20 townships which maintain 1,100 miles of roadway and 200 bridges.

### **Required Qualifications**

Candidates shall meet the minimum qualifications of 605 ILCS 5/5-201:

- Current registration as a Licensed Professional Engineer in the State of Illinois
- At least two (2) years of experience in civil and highway engineering or in the construction and maintenance of streets or Highways or both.
- Receive a satisfactory grade on the examination for the position of County Engineer as administered by the Illinois Department of Transportation
- Possess and maintain a valid State of Illinois driver's license

### **Other Requirements**

- Possession of or access to an automobile to perform required work outside of the office

### **Preferred Qualifications**

Additional preferred qualifications are as follows:

- Proficient computer and technology skills in word processing, spreadsheet, database, e-mail and internet research.
- Ability to interpret laws, policies, procedures, plan documents, contract language, material designs, material testing, and other relevant documents for state and federally funded projects.
- Ability to define problems, collect data, establish facts, and draw valid conclusions; to interpret and follow instructions presented in a variety of forms; and to deal with abstract and concrete variables.

- Ability to communicate effectively verbally and in writing with the public, county officials, departments, offices, and staff; to make effective public presentations involving Highway Department related matters; and to prepare clearly written correspondence that may involve complex engineering, construction, and/or maintenance information.
- Ability to perform tasks with a very high level of accuracy.
- Possess a strong business and administrative background
- Ability to work with a wide variety of public and private stakeholders
- Training certifications in applicable IDOT and FHWA areas
- Budgeting, accounting and bookkeeping experience

### **Essential Duties and Responsibilities**

1. Prepare or cause to be prepared, plans, specifications and estimates for all bridges and culverts to be built by the County, or by one or more road districts, and supervise the construction of all such bridges and culverts, including organizing project staff according to project requirements.
2. Act for the County in all matters relating to the supervision of the construction or maintenance of any highway constructed or maintained in whole or in part at the expense of Fayette County.
3. Advise the Township Road Commissioners of the road districts in Fayette County, when requested in writing, and direct, as otherwise required by law, the Township Road Commissioners of the road districts of Fayette County, as to the best methods of construction, repair, or maintenance of township roads.
4. Upon request of the Township Road Commissioner of any road district in the county, prepare or cause to be prepared all maps, plans, specifications and estimates of cost needed in order to comply with the law as it pertains to the construction of township roads.
5. Directs construction and maintenance activities at project sites within Fayette County.
6. Conduct such hearings and take such actions as specified by law.
7. Perform such other duties as may be prescribed by law and applicable rules and regulations of the Illinois Department of Transportation and as required or directed

by the Fayette County Board, provided such requirements or directions of said board are not inconsistent with the law.

8. Supervise all highway department employees.
9. Financial management, including preparation of operational and project budgets for multiple funds and programs, controlling expenditures within limitations of operation and project budgets, maintaining adequate records and books of all revenue and expenditures, and addressing all applicable questions and findings from audits of the Highway Department financial fund accounting/bookkeeping, bridge inspection program, and construction projects in accordance with applicable policies established by the County Board of Fayette County, the Illinois Department of Transportation, the Federal Highway Administration and other applicable state and federal agencies, subject to state and federal law, in cooperation with the county auditor and any other elected county officers or employees of the County Board.

#### **Other Responsibilities**

1. Analyzes reports, maps, drawings, blueprints, tests, and aerial photographs.
2. Uses computer assisted engineering and design software and equipment to prepare engineering and design drawings and documents.
3. Prepares or directs the preparation and modification of reports, specifications, plans, construction schedules, environmental impact studies, and designs of projects.
4. Calculates cost and determining feasibility of projects based on analysis of collected data and budget limitations.
5. Reviews projects for compliance with engineering principles, County standards, Illinois Department of Transportation standards, and other related specifications.
6. Evaluates and approves design changes, specifications, and drawing releases.
7. Inspect construction sites to monitor progress and ensure conformance to engineering plans, specifications, and construction and safety standards.
8. Prepares interim and project completion reports.
9. Reviews and comments on development proposals that are subject to the jurisdiction of the Fayette County Planning Commission
10. Inspects all County and township bridges.
11. Perform other duties as assigned and requested.

### **Supervisory Responsibility**

Supervise union and non-union professional, technical, maintenance, and administrative staff involved in supporting the activities of the County Highway Department. These responsibilities include: interviewing, hiring, and training employees; planning, assigning, and directing work; appraising performance; rewarding and disciplining; addressing complaints; and resolving problems

### **Appointment and Supervision**

This position is appointed by the Chairperson of the County Board with the advice and consent of the County Board, subject to the requirements of 605 ILCS 5/5-201. The term of appointment shall be six (6) years from the date of appointment and until a successor is appointed and qualified. The position works under the general supervision of the County Board.

### **How to Apply**

Only United States Permanent Residents or Citizens will be considered.

### **MINIMUM Starting Salary - \$121,980 DOQ**

We offer an excellent benefit package including medical, dental, vision, FSA, paid holidays, personal days, sick days, vacation, and retirement. If you are interested in this position, please submit a cover letter, resume, application and copy of the current and valid Illinois P.E. License to one of the options listed below by Friday, June 12, 2026.

Mail: Fayette County Highway Department, PO Box 297, Vandalia, IL 62471

Mack Payne email: [mpayne@fayettecountyillinois.gov](mailto:mpayne@fayettecountyillinois.gov)

Mike Maxey email: [fayettecohwy@outlook.com](mailto:fayettecohwy@outlook.com)

Dustin Harmon email: [dustin@bellwetherllc.com](mailto:dustin@bellwetherllc.com)

Fayette County is an Equal Opportunity Employer and committed to non-discrimination in hiring, promotion, discharge, pay, fringe benefits, and other aspects of employment, on the basis of race, color, religion, sex, age, sexual orientation, disability status, national origin, veteran status, or ancestry.