Application Procedures: Students interested in applying for the Rotational Engineer Training Program should complete a State of Nevada Employment application, which is located on the State of Nevada, Department of Personnel web site. Staff I, Associate Engineer, Associate Engineer is the position title. Transcripts and/or proof of an EI must be attached to the application. While possession of an EI is not required, it is highly desirable.

Salary: The starting annual salary for a Staff I, Associate Engineer is $48,337 (Grade 35). Employees receive overtime pay for hours worked in excess of 40 hours in a week.

The Selection Process: We are looking for self-motivated candidates with excellent communication skills, a strong work ethic, demonstrated leadership skills, and a desire to learn and work with others in a team environment. Women and under-represented groups are encouraged to apply.

Contact: For more information, please contact Mark Evans, Employee Development Manager, at 775-888-7808 or mevans@dot.nv.gov

Nevada Department of Transportation
1263 S. Stewart Street
Carson City, Nevada 89712
Human Resources Division
Training Section
775-888-7808
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Mark Evans, Employee Development Manager
Rotational Engineer Program Manager

This Brochure was prepared by:
The Nevada Department of Transportation
Human Resources Division – Carson City
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Rotational Engineer Training Program

The Nevada Department of Transportation is looking for motivated individuals to join our Rotational Engineer Training Program
The Nevada Department of Transportation is one of the largest and most diverse state agencies with responsibility for approximately 5,400 miles of roadway. Department headquarters operations are in Carson City and there are three District offices located in Reno, Elko, and Las Vegas.

We offer a competitive benefits package.

* **PAID ANNUAL LEAVE:** Up to 10 years - 15 days; 10 to 15 years - 18 days; 15 plus years - 21 days
* **SICK LEAVE:** 15 days annually accumulated to 90 days, after that half is available for employee use, the other half is reserved for employee’s catastrophic illness.
* **OTHER LEAVE:** Military, Educational, Civil, FMLA
* **PAID LEGAL HOLIDAYS:** 11 days
* **WORKERS COMPENSATION & DISABILITY**
* **GROUP HEALTH AND LIFE INSURANCE**
* **UNEMPLOYMENT INSURANCE**
* **RETIREMENT** You may retire at any age with 33 1/3 years State service or age 55 with 30 years State service.
* **DEFERRED COMPENSATION PLAN**
* **CREDIT UNION**
* **PROMOTIONAL OPPORTUNITIES**

**SALARY INCREASES:** Yearly 5% (approximate) merit increase to top of the pay scale; 10% (approximate) upon promotion. Cost-of-living increases predicated on legislative action.

**Additional benefits** are offered to State employees based on their years of service, health care coverage upon retirement, and payment of unused sick leave.

The Rotational Engineer Training Program is a flexible one and changes may occur as necessary. **Candidates** are assigned to work in various divisions throughout the department and receive experience in a variety of civil engineering and non-engineering disciplines, while gaining a perspective of department operations. The Rotational Engineer’s permanent duty station is usually NDOT Headquarters in Carson City.

**Program Schedule**

**Phase I** – This phase of the program lasts 21 months and provides exposure to the major operational divisions within the department including Construction; Maintenance; Roadway Design; Structural Design; Materials; Hydraulics; Stormwater; Traffic Operations; Traffic Safety Engineering; Project Management; Environmental; Planning; Stormwater; Right of Way.

**Phase II** (Mutual Selection) – The final 3 months of the 24-month program are intended to allow an opportunity to gain more in-depth exposure to a specific Division or District of their choice.

**The experience gained** provides the individual with the skills and experience to seek a variety of career opportunities within the department including future leadership roles. Upon completion of the program, individuals are encouraged to apply for vacancies throughout the department. However, it is not necessary to wait until the conclusion of the program to apply for vacant positions.

**Promotional Opportunities:** Rotational Engineers are encouraged to explore and interview for both lateral transfers at the Staff I level and promotional opportunities at the Staff II level throughout the Department during their time in program. The Human Resources Division can explain how to apply for opportunities as they occur.

**For more information,** regarding career opportunities with the State of Nevada, please go to the Department of Personnel Web Site at nvapps.state.nv.us for employment information, on-line applications, salary schedules, and current job announcements in State service.

**Advice from former rotators:**

“Time spent in the field is just as important (if not more important) than time in the office. Be a doer. Get your boots dirty. Take pictures.” – Kim Diegle

“Don’t wait for work to find you. You need to go find work.” – Alma Piceno-Ramirez, Senior Construction Engineer

“Treat every rotation as an interview!” – Dale Keller, Highway Project Manager

“Be yourself, you will impress supervisors by what you bring from being yourself.” – Zelalem Alemu, Senior Hydraulics Engineer

“Keep a positive attitude, be punctual, and don’t hesitate to ask questions.” – Megan Kilty, Senior Stormwater Engineer