

State of Washington

Engineering & Architectural Services (EAS) Program Manager

SALARY

\$130,000.00 - \$140,000.00 Annually

LOCATION

Thurston County – Olympia, WA

JOB TYPE

Full Time - Permanent

REMOTE EMPLOYMENT

Flexible/Hybrid

JOB NUMBER

2026-FPS-006

DEPARTMENT

Dept. of Enterprise Services

DIVISION

Facility Professional Services

OPENING DATE

03/02/2026

CLOSING DATE

3/24/2026 11:59 PM Pacific

Description



Washington State
DEPARTMENT OF
ENTERPRISE SERVICES



Join our team!

Engineering & Architectural Services (EAS) Program Manager
(WMS BAND 3)

Monday - Friday | 8AM - 5PM | HYBRID

NOTE:

The hiring authority reserves the right to offer the position at any time after the required posting period, and during the recruitment process. It is to the applicant's advantage to apply as early as possible. Additionally, this is a home-based hybrid position, with the requirement to come into the office and travel to project sites as needed.

The Department of Enterprise Services (DES) provides centralized business services to state government agencies; to other public entities such as cities, counties and tribes; and to Washington residents. DES' mission is to strengthen the business of government for a sustainable and just future. [Learn more about DES.](#)

The Facility Professional Services (FPS) Division provides professional public works project management, energy efficiency and facility planning services to effectively meet the needs of its customers in support of their service to Washington.

About the Opportunity:

As an EAS Program Manager, you will serve as a high-level advocate for client agencies and a recognized expert in public works delivery. You will lead a dedicated team of professionals in managing capital facility construction projects, ranging from minor renovations to major new builds, for State Agencies and Community & Technical Colleges. Your role is both strategic and operational: you will mentor Assistant Program Managers to ensure workload balance and staff development, while also holding the delegated authority to make critical decisions on design and construction projects. By partnering with industry leaders and continuously improving contract procedures, you will ensure that the

Engineering and Architectural Services (EAS) program delivers world-class, cost-effective results that meet the biennial budget goals and long-term facility needs of our clients.

Duties

Some of What You'll Enjoy Doing Includes:

- Provide direction to Assistant Program Managers (APMs) to ensure efficient project delivery and optimal resource allocation.
- Ensure all design and construction projects comply with state laws, agency policies, and ethical standards.
- Oversee staff development through timely appraisals, professional training, and proactive management of personnel issues.
- Deliver capital projects on time and within budget while managing the program's internal project management staffing funds.
- Maintain and update statewide contract documents, policies, and procedures to ensure fair and effective public works administration.
- Review and authorize complex agreements, contracts, and change orders that exceed the authority of subordinate managers.
- Prioritize and balance assignments across the EAS program to align with client needs and division performance goals.
- Investigate and resolve performance complaints involving staff, consultants, and contractors using negotiation and HR tools.
- Participate in legislative reviews and Capital Projects Advisory Review Board (CPARB) committees to influence public works policy and industry best practices.
- Provide expert advice to state agencies and Community & Technical Colleges on A/E selection, fee schedules, specialized planning services, and public work construction.

Qualifications

Required Qualifications:

- Five (5) years of progressively responsible experience in public works contracting, construction, design, and capital construction project management.

- Knowledge of departmental missions, state government mandates for public works, and the legal statutes governing architecture, engineering, and construction contracting.
- Knowledge of engineering and architectural principles, including planning, budgeting, and design systems, complemented by specialized technical expertise in a specific design field.
- Skills to expertly manage complex relationships and negotiations across a spectrum of stakeholders, including technical professionals, senior executives, regulatory agencies, and the media.
- Skills to lead several teams of managers, architects, engineers, and project managers to deliver a large-scale statewide capital construction program and the long-term strategic objectives of the division.

Diversity Equity and Inclusion (DEI) Competencies

Incumbents to this position must possess and demonstrate the following competencies:

- Able to learn and understand the language and concepts of our DES DEI culture and commit to being a part of creating and maintaining a diverse, equitable, respectful, and inclusive workplace.
- Demonstrate a commitment to growth, learning and self-awareness when provided training and opportunities to participate in improving our work environment.
- Participate and behave in a manner that creates trust and builds working relationships, promoting teamwork and collaboration in the work environment.
- Demonstrate the understanding that all people are valued; contribute to an equitable, inclusive, and respectful environment when working with members of the group, team, organization, or community.
- Commit to being an active participant in continually evaluating and improving strategies that promote equity and inclusion in our organization.

Preferred Qualifications:

- Registered Architect or Professional Engineer licensed in the state of Washington or in a state having reciprocity.

- Expert in strategic planning, personnel management, and business operations, possessing the high-level leadership caliber of a principal in a major construction corporation.
- Deep technical knowledge in architecture, engineering, and construction technology, including familiarity with LEED™ objectives and complex facility delivery.
- Advanced proficiency in public works contracting, comprehensive budget management, and the full lifecycle of project management principles.
- Ability to navigate Washington State legislative processes with refined negotiation and mediation techniques to achieve consensus.
- Ability to deliver high-quality, timely results with significant autonomy and personal accountability.
- Experience leading teams of professionals who manage design and construction projects.

Supplemental Information

How to Apply: Interested? We would love to hear from you! Click “Apply” at the top of this page to start your application. You can save the application and come back to it, if needed. Be sure to complete the application fully to include a full work history and responses to the supplemental questions.

Please provide the following documents in order to be considered; failure to do so may result in you not being considered for the position:

- A **letter of interest** that shows your personality and voice to describe why you are the successful candidate and how you meet the specific qualifications for this position
- A **current resume**, detailing experience, and education
- A current list of at least **three (3) professional references** with current contact information

Do not attach any documents that include photos or private information (social security number, year of birth, etc.).

Please Note: By submitting these materials, you are indicating that all information is true and correct. The state may verify information. Any untruthful or misleading information is cause for removal from the applicant pool or dismissal if employed. A resume will not be substitute for completing the “duties summary” section of the online application. *Please do not refer to the resume for detail or your application may be disqualified.*

Background Check Notice: Prior to any new appointment into The Department of Enterprise Services, a background check including criminal record history will be conducted as a condition of employment. Information from the background check will not necessarily preclude employment but will be considered in determining the applicant's suitability and competence to perform in the position.

Opportunity for All:

The Department of Enterprise Services celebrates our differences and we are committed to a workplace that supports equal opportunity employment and inclusion regardless of race, religion, color, national origin, sex (including pregnancy, childbirth, or related medical conditions), sexual orientation, gender identity diversity, age, status as a protected veteran, status as an individual with a disability, or other applicable legally protected characteristics. We will also consider qualified applicants with criminal histories, consistent with applicable federal, state and local laws.

You are welcome to include the name and pronoun you would like to be referred to in your materials and we will honor this as you interact with our organization.

Contact Information:

For questions about this recruitment or to request a reasonable accommodation in the application process, contact George Deguzman via email at jobs@des.wa.gov. Applicants who are deaf or hard of hearing may call through the Washington Relay Service by dialing 7-1-1 or 1-800-833-6388.

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