



Bridging the Gap

Your Connection to Engineering Services

November 2025

Transportation Engineer Civil Rotation Program



At Caltrans, we believe that employees are crucial to the success of the organization and that they are worth the time, cost, and effort of proper training! The Division of Engineering Services (DES) Transportation Engineer – Civil Rotation Program supports newly hired engineers as they gain experience, develop essential engineering skills, and build relationships across the organization.

“The Rotation Program has been one of growth, education, and opportunity! The relationships I built along the way are the reason I ended up landing a full-time position with Bridge Design where I am today,” a recent program graduate, Austin Young said. He continues, “I am grateful that Caltrans values investing in young engineers by encouraging us to gain experience in various functional units.”

A new engineer has rotation status until they complete all rotation assignments, which usually occurs within the first five years of employment. The first rotation assignment is completed within the hiring unit, for a minimum of one year, to complete the probationary period.

After probation, as part of the program, every new engineer is required to complete a 12-month Structure Construction and 6-month Design rotations to gain a well-rounded understanding of DES’ functional sub-divisions and how they provide key design information and support successful delivery of quality products.

An additional 6-month supplemental rotation with one of the following subdivisions is also required: Materials and Engineering Testing Services, Geotechnical Services, Structures and Engineering Services, or Program/Project Management and Office Engineer. This part of the program is flexible, determined by employee interest, original hiring unit, and the Department’s needs.

Current program participant, Corey Gardener, states, “Going from Design straight to Construction has given me a really fantastic opportunity to apply my design experience out in the field and give me a more cohesive understanding of the whole process...I’ve been able to build great relationships with many different people I would have never met, but will most likely work with for a long time.”

Upon completion of the program, participants will have future career growth opportunities with their new, diverse design and project skill set. Visit our website to learn more about our exciting job opportunities.

