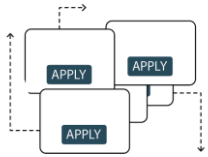


Working for the San Francisco Public Utilities Commission (SFPUC)

As you explore government career opportunities, use this guide to learn from past applicants and current government employees on what you can expect during the government hiring process.

Learn about opportunities ongoing



The primary search portal for current career opportunities at the SFPUC is located on [San Francisco's HR department website](#).

Follow us on:

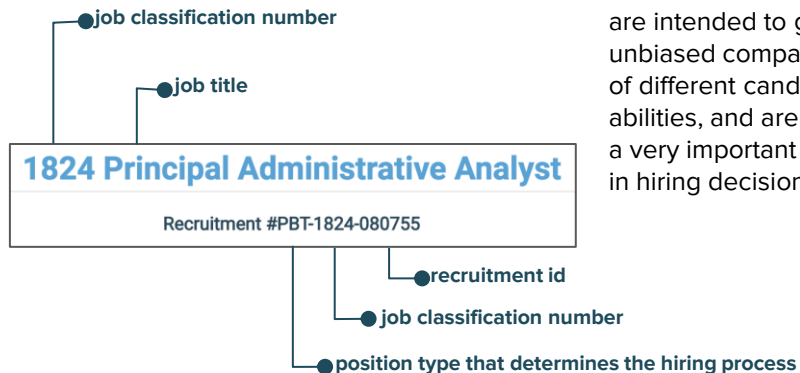


Find the right role ongoing



Finding the right role can be challenging as government positions aren't listed in plain speak.

Here's a guide to help you understand the postings:

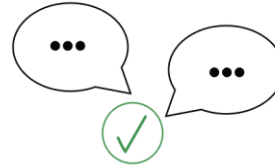


Do you have the right skills? 4-16 weeks



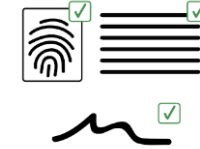
Your application is an important part of assessing whether you have the right skills. Look out for minimum qualifications (MQs) and complete your application demonstrating how you meet those MQs. Some roles will require a multiple-choice, written or performance exam as part of your application process. These examinations are intended to give an unbiased comparison of different candidates' abilities, and are often a very important factor in hiring decisions.

Are you the right fit? 1-3 weeks



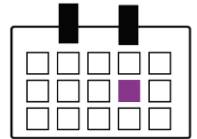
The interview process is a standard step to help you and your hiring manager determine whether you are the right fit for the job. You should receive communication from departments at this stage, but remember they communicate primarily through canned responses or public sector terminology that abides by fair and impartial hiring practices. You may receive an email, letter or face-to-face communication that seems noncommittal and difficult to understand. Be prepared for this, and feel free to reach out to HR if you have questions.

Background checks 1-8 weeks



At this stage, it is common for you to have to complete background checks, fingerprinting, and other types of screens. Everyone who works in public service has gone through some type of standard screening. Having a conviction history doesn't necessarily exclude you from a job offer. The number of checks is determined by the roles and responsibilities you will have and department you will be joining. This part of the process involves the Department of Justice and the FBI, so it is common for it to take a while to complete.

Your first day! 1-2 weeks



Congratulations on obtaining a position with the SFPUC!

Reach out and let us know if you have specific questions about the hiring process, we're here to help. Contact us at (415)554-1670.

