

Position: PE Civil Engineer & Practice Leader (ownership opportunity)
Work Location: Washington State – primarily Skagit County. Opportunity for projects/growth into Whatcom, Island, and Snohomish county.

Overview:

As the Civil Engineer & Practice Leader, you will play a pivotal role in leading project execution, managing client relationships, and driving the strategic growth of the firm. This dynamic position blends technical expertise with business leadership, making it ideal for a licensed Professional Engineer who thrives in both engineering and entrepreneurial environments.

You will oversee complex civil engineering projects from concept through completion, ensuring quality, budget, and timeline goals are met. In addition, you'll serve as the primary liaison with clients, municipalities, and service providers—protecting and enhancing trusted relationships that are central to success. You'll lead strategic planning, support business development efforts, and provide leadership to team of dynamic professionals.

This role is perfect for someone who is technically skilled, business-minded, and ready to take ownership of both project outcomes and the firm.

About Us: (COMPANY Details are Confidential until Interview Process Begins)

We are a specialized civil engineering and land use planning firm dedicated to helping clients navigate complex projects with confidence. Our team brings a diverse range of experience, allowing us to tailor solutions to meet the unique needs of each client and project. By collaborating with trusted partners across disciplines, we offer the depth and flexibility typically found in larger firms—without sacrificing the personalized service of a small practice. Our focus is on delivering thoughtful designs, strategic permitting support, and practical solutions that align with client goals and community standards.

Responsibilities:

- **Lead Project Execution:** Oversee complex civil engineering projects, ensuring that all phases—from planning and design through to delivery—meet quality standards, budget constraints, and timeline requirements.
- **Drive Business Development and Client Engagement:** Develop and expand client relationships, identify new business opportunities, and contribute to proposal and contract development to support the growth and profitability of the practice.
- **Lead with Action:** Serve as the point of contact for clients and attend design and coordination meetings. Work in partnership with municipalities and service providers as needed.
- **Lead Strategic Decision-Making:** Lead strategic planning, aligning project goals with organizational objectives and market opportunities to strengthen the practice's position and reputation.
- **Manage Team:** Provide leadership and direction to employees, promoting collaboration and high performance.
- **Foster Municipal Relationships:** Build and maintain strong working relationships with municipal staff, elected officials, and permitting agencies. Act as a trusted advisor to help clients navigate local processes and regulations.

- Ensure Regulatory Compliance and Quality Standards: Oversee compliance with all regulatory standards and quality practices, ensuring projects meet client expectations and adhere to industry requirements.
- Other duties as assigned.

Qualifications:

- Professional Engineer (PE) license required.
- Minimum of 7 years of experience in civil engineering, with experience in all phases of design, planning, and construction.
- Strong understanding of the Washington State Department of Ecology's Stormwater Management Manual.
- Strong expertise with design tools (e.g., AutoCAD, Civil 3D) and Microsoft tools.
- In-depth knowledge of regulatory requirements, environmental standards, and sustainable design practices.
- Demonstrated experience in business development, client management, and contract negotiations.
- Strategic thinker with a strong understanding of market trends and business operations in the civil engineering sector.
- Exceptional leadership skills, with a proven ability to lead, motivate, and mentor project teams
- Excellent communication, negotiation, and presentation abilities, with experience engaging with clients, stakeholders, and executive leadership