

MICHAEL BRUEN, PE

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PROVEN LAND DEVELOPMENT AND TECHNICAL CIVIL ENGINEERING EXPERT

Extensive experience resolving engineering and construction issues during my 35 plus year career as a designer and manager of civil engineering projects. Expert in the land development process having been involved in hundreds of successful residential, commercial, industrial, and mixed-use projects from feasibility through planning, rezoning, special exception, site planning, and construction. Ability to communicate technical engineering and construction issues to a non-technical audience. Proven track record of leading, growing and scaling a technical services organization. Extensive experience driving strategic growth through operational excellence. Skilled in M&A, board-level leadership, and guiding companies to industry-leading positions.

CORE COMPETENCIES

Dispute Resolution and Negotiation | Rezoning and Special Exceptions | Civil Engineering and Construction | Site Development and Grading | Stormwater Management and Drainage | Land Development and Infrastructure | Land Development Entitlements and Permitting | Cost Estimating | Quality Control | Hydrology and Hydraulics | Earthwork | Land Surveying | Land Use and Planning | Client Management and Contract Negotiations

PROFESSIONAL EXPERIENCE

Balgarren Advisors | Arlington, VA
President

January 2025 -Present

Currently engaged in a consulting agreement with Bowman Consulting. Looking for opportunities to leverage my experience to assist other businesses to grow and improve in a part-time or advisory role. Passionate about resolving engineering and construction disputes, building effective leadership teams, market sector diversification, strategic planning, and process improvements.

Bowman Consulting | Reston, VA
President

Chief Operating Officer

Regional Manager

Project Manager

June 2024 - Jan 2025

July 2007 - June 2025

Nov 1997 - July 2007

Nov 1996 - Nov 1997

During almost 30-year career with Bowman played key leadership roles as the firm grew from 15 employees in Northern Virginia at the time of joining in 1996 to approximately 2,500 employees in over 100 offices across the US. Ultimate responsibility for driving revenue growth and managing P&L since becoming Chief Operating Officer in 2007. Navigated the firm through the recession of 2008 and subsequent planned aggressive growth coming out of the recession. Drove annual revenue growth from \$21.5 million in 2009 to over a \$400 million pace in 2024. During that time led efforts moving from a market concentration of 80% Residential in 2009 to diversification into the Transportation, Energy, Utility, Renewables, and Public Sector markets. Also diversified our service offerings adding land acquisition, aerial surveying, MEP, landscape architecture, and environmental services. Built a solid leadership team and a culture of entrepreneurial spirit, results over process, and responsible freedom. Played a key role in all of the firm's 30 acquisitions and integrations since becoming a public company in 2021.

Key Accomplishments:

- Participated in hundreds of land development projects in Virginia and nationally as a Designer, Project Manager, and Principal-in-Charge including managing comprehensive plan amendments, rezonings, special exceptions, site plans, subdivision plans, plats and construction oversight.
- Led the annual One-Year Business Planning process that served as the financial guide for the year and set organic growth expectations. Directed Division Managers weekly revenue projections and identified weaknesses in workload and pressed work-sharing to maximize utilization.
- Played a central role in our Mergers and Acquisitions strategy. Communicated the firms' vision to acquisition targets, enticed targets to join our team, and articulated their opportunities in the new organization. Evaluated targets in the due diligence phase including backlog strength, leadership capabilities, and synergistic opportunities.
- Oversaw all revenue producing functions consisting of over 2,000 employees along with corporate support functions of the organization including marketing, human resources, information technology, and information security.

REPRESENTATIVE LAND DEVELOPMENT PROJECT EXPERIENCE

- South Riding, Loudoun County, Virginia. Project Manager for the development of this mixed-use community consisting of over 6,000 homes and an 85,000 square foot Town Center.
 - Lorton Town Center, Fairfax County, Virginia. Project Manager of this mixed-use community consisting of over 1,000 residential units and over 100,000 square feet of commercial space.
 - Laurel Hill, Fairfax County, Virginia. Project Manager for this development including the transfer of the Lorton Prison property from the federal government, comprehensive plan amendment, rezoning, and site/subdivision plans.
 - Port Potomac, Prince William County, Virginia. Principal-in-charge of the rezoning and site and subdivision plans for this mixed-use development.
 - Metro West, Fairfax County, Virginia. Principal-in-charge of this transit oriented mixed-use development consisting of 550 apartments and 14,000 sf of neighborhood retail.
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EARLIER PROFESSIONAL EXPERIENCE

DIRECTOR OF ENGINEERING | Dove and Associates, Fairfax, VA, 1992-1996

Full P&L responsibility for a small highly profitable engineering department of this family-owned land development consulting business. Actively managed all business development efforts, project management, and project delivery.

PROJECT MANAGER | National Association of Home Builders Research Center, Upper Marlboro, MD, 1992-1994

Led several research and investigative projects to promote technological advancements for the home building industry. Authored and published technical papers to document studies including “Cost Effective Home Building Design”, “Assessment of Damage to Single Family Homes caused by Hurricanes Andrew and Iniki”, “Assessment of Damage to Residential Buildings caused by the Northridge Earthquake”.

DESIGN ENGINEER/PROJECT MANAGER | Long Brown and Associates, Fairfax, VA, 1988-1992

Entry level civil engineer. Joined firm as design engineer. Became project manager of some of the firms’ largest land development projects including Tysons Corner Center and Westfields Corporate Center. Survived real estate recession in early 1990’s and firm reduction in force from 150 to 20 employees until voluntary departure.

BOARD LEADERSHIP

BOWMAN CONSULTING BOARD MEMBER – PUBLIC COMPANY

2021 – 2024

Was one of two insider Directors of the six-person Board of Directors. Participated in all Committee meetings and strategy meetings of the Board including Audit, Nominating and Governance, and Compensation Committees.

BOWMAN CONSULTING BOARD MEMBER – PRIVATE COMPANY

1998 – 2021

Along with the Founder, was a continuous member of the Board of Directors as the firm grew dynamically since its inception in 1995 to positioning for an Initial Public Offering in 2021 which raised over \$50 million to support a combined organic and acquisitive growth strategy.

SALVATION ARMY ADVISORY BOARD MEMBER

2014 – 2021

Active participant and contributor to this non-profit Advisory Board.

EDUCATION, CERTIFICATIONS & PHILANTHROPIC

- **Bachelor of Science, Civil Engineering**, University of Notre Dame, South Bend, IN, 1988
- **Registered Professional Engineer – PE Active**, Virginia, North Carolina
- **Artificial Intelligence Essentials for Business**, Harvard Business School Certificate 2025
- **AAU and CYO Girls Basketball Coach**, 2014-2021
- **University of Notre Dame Presidents Circle**, 2021-2025