

## **PRINCIPAL CIVIL ENGINEER: WATER RESOURCES AND ENVIRONMENTAL DIRECTOR WATER RESOURCES DIVISION**

Plattsburgh, New York, located in the Adirondack Coast region, has garnered praise for its exceptional quality of life. Located on the shores of Lake Champlain, this active waterfront city features a small town feel combined with advantages and opportunities of a larger urban center. You can take advantage of the areas' natural beauty, friendly people and easy access to outdoor adventures any time of year. Plattsburgh is located between the Adirondack Mountains and Canada, just one hour from Montreal and across Lake Champlain from Burlington Vermont. Here you'll find excellent schools including colleges and universities, superior hospitals, health and elder care services and a variety of arts and cultural events.

Founded in 1988, AES Northeast is a distinguished multidisciplinary Architecture, Engineering and Surveying firm specializing in water resources. We have earned recognition for our expertise across a diverse spectrum of projects spanning from water infrastructure and sanitary sewer infrastructure, water system planning and hydraulic modeling, municipal water and wastewater treatment system and more.

At AES Northeast we offer an exceptional compensation package, including competitive salaries and comprehensive benefits for full-time employees, encompassing robust healthcare coverage and 401k contribution, life insurance (with option for additional voluntary life insurance), short & long-term disability insurance, paid company holidays, generous vacation and sick leave. Our commitment to employee satisfaction is evident in the longevity of our team members with many having dedicated more than a decade to our firm. We prioritize work-life balance and adhere to a standard 40-hour work week. Depending on the candidate, hybrid work and flexible work schedules may be available.

Working at AES involves being part of a close-knit and supportive community that values collaboration, family, fun, inspiration, integrity, and ingenuity. This environment not only aims to achieve business success, but also focuses on the personal growth and well-being of each team member.

We are looking for an experienced Principal Civil: Water Resources and Environmental Engineer to join our team in Plattsburgh for the position of Director of Water Resources Division. The Director of Water Resources Division is responsible and accountable for the leadership and overall coordination at all levels during planning, design, and implementation of engineering projects to ensure project completion in an efficient manner. This position plays an integral role in the overall success of engineering projects and ensures a positive relationship with clients and team members in a growing company environment. This is an excellent opportunity to join a growing company with an exceptional workplace culture and to play a key role as we grow our Water Resources team.

## **Full job description**

AES Northeast is seeking a Principal Civil: Water Resources and Environmental Engineer for Director of Water Resources Division to lead project development as the technical expert in water and wastewater conveyance & treatment-based projects in both New York State and Vermont. Aging infrastructure, increased regulations, and environmental stewardship are driving factors for our existing and potential client base. You would support these efforts from start to finish, from the preparation of preliminary engineering report to the final close-out of construction. Making a difference in the communities we work in by helping our clients obtain State and Federal grants, leading them through the regulatory hurdles, and implementing cost effective solutions.

Preference would be for you to work out of our Plattsburgh, NY office, but it is not required. AES also has an office in Burlington, VT. Consideration of partial or full-time remote work is also a possibility.

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As the Water Resources Director, you will lead water resource projects through all phases of a project from project planning to permitting and design. The Water Resources Director shall be responsible for managing staff, projects, clients and budgets. The Director is engaged in project development, responsible for directing large-scale multidisciplinary projects and/or medium-sized projects featuring a high degree of technical complexity. The WRG Director is a leader who develops and manages the technical direction and professional design standards of the discipline and serves as a resource and mentor to a growing team.

## **REQUIRED QUALIFICATIONS:**

### **Minimum Qualifications (Knowledge, Skills, and Abilities)**

- Professional degree in Civil, Environmental Engineering or closely related field and have a minimum of twelve (12) years' experience, with at least three (3) served in a Project Manager role or an equivalent combination of education and experience.
- Professional Engineering License is required (with the ability to obtain a NY & VT license within 1 yr.)
- You are considered a subject matter expert, internally and in the community

- Highly accountable, you approach every project with a positive attitude and an eagerness to exceed client expectations
- Previous leadership experience, having worked to identify thoughtful solutions to complicated design problems
- Ability to thrive in a collaborative, team-based and entrepreneurial environment
- Excellent communicator with resolute interpersonal skills
- Experience in managing clients, projects, and engineers/CAD operators with professional demeanor.
- Expertise of design techniques, tools, and principles involved in production of precision technical plans, drawings, and construction specifications.
- Progressive leadership roles in managing multiple projects.
- Thorough understanding of drinking water treatment, drinking water distribution systems, wastewater collection and wastewater treatment systems with significant experience in analysis, utility design, and respective federal and state regulations and design guidelines such as Ten State Standards.
- Experience with New York state agencies and their respective design criteria/guidelines.
- Experience with federal and state funding programs for municipal clients is a plus
- Knowledge of business and management principles involved in strategic planning, resource allocation, leadership techniques and the coordination of people and resources.
- Proficiency with AutoCAD with Civil 3D is a plus.
- Extremely organized and detail oriented, with the ability to maintain accuracy while handling multiple requests in a growing company environment.
- Highly analytical with the ability to calculate complex mathematical equations.
- You have a thorough understanding of current trends and areas of growth within the AEC industry
- Development/review Owner/Engineer Professional Service Contracts. Experience/familiarity with EJCDC Documents is a plus.

### **Physical Demands and Work Environment**

- Prolonged periods sitting at a desk and working on a computer.
- Must be able to lift up to 15 pounds at times.
- Must be able to travel to various project sites.
- Must be able to access and navigate job sites and construction areas.

Any physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this position. Reasonable accommodation may be made to enable individuals with disabilities to perform the functions.

### **Essential Duties and Responsibilities**

The essential functions include, but are not limited to the following:

- This position reports directly to the Partners of the firm.
- Experience managing and designing wastewater, drinking water, and/or stormwater projects.

- Support and manage the full project lifecycle across leading water and wastewater projects including Municipal drinking water, wastewater facilities, wastewater treatment plants and more.
- Experience with project management and accounting software, proficiency with Microsoft Office products.
- Strong written and verbal communication skills. Ability to work individually or as part of a team.
- Assume the role of Project Engineer and affix your professional license stamp to plans, specifications and reports as required.
- Manage projects, clients and staff within the Water Resources Engineering Division.
- Monitor schedule of all projects within the Water Resources Engineering Division.
- Direct engineering personnel in formulating plans, designs, cost estimates, and specifications for civil, water, wastewater, and utility projects from concept to bid documents to deliver high-quality designs.
- Develop project scopes and objectives and coordinate all efforts – administrative and technical – to ensure the most efficient and cost-effective execution of assigned projects
- Provide management of internal finances, which include billing, invoice generation and asset/resource allocation.
- Execute work by managing the work of others, providing direction, and removing obstacles.
- Participate in client meetings such as proposal, progress, and completion meetings when necessary.
- Fulfill the role of Project Manager as needed.
- Develop relationships and networks internally to advance our multi-discipline capabilities
- Ensure appropriate resources are allocated throughout the organization to deliver a high-quality client experience
- Collaborate with the other AES leaders in preparing and implementing annual business development plans.
- Keep abreast of new technological or scientific methods and developments affecting the organization for the purpose of recommending changes.
- Advocate for sustainable approaches to design solutions
- Perform quality assurance/control of contract documents including, but not limited to, plans, specifications, and estimates and on other's work, verifying methodologies, calculations, outcomes, etc.
- Periodically visit project sites to ensure design specifications and standards are met and handle any concerns.
- Direct engineering activities to ensure compliance with environmental, safety, or other government regulations.
- Ensures project compliance with federal, state, local, industry, contractual, and company regulations, standards, specifications, and best practices.
- Provide technical expertise in various aspects of projects including Proposals/RFP, Contracts, Design Reports, Agency Correspondence, permits (DOT, APA, DOH, SHPO, SWPPP), Specs/Construction Documents, Bidding, RFI's, Addendums, Construction Contracts, Change Orders/Change Directives, and Contractor Submittals.
- Identify and communicate with program staff and management to strategize items related to project budget forecast and budget modifications.

- Work with discipline and regional leadership to grow the Water Resources team and service line in the North Country region.
- Lead and mentor junior level engineers and other team members to aid in their development.
- Maintain and enhance relationships with clients, building new opportunities for business development.
- Serve as a project manager with responsibility for wastewater, drinking water, and storm water projects.
- Apply knowledge acquired through progressive experience to resolve crucial issues and/or unique conditions.
- Serve as a technical specialist for the organization in the application of advanced concepts, principles, and methods.
- Review operational practices to ensure compliance with applicable policies and performance measures.

### **Supervisory Requirements**

- Supervisor of the entire Water Resources staff, including but not limited to staffing needs, performance reviews etc.
- Influence people through effective communication
- Promote justice, diversity, and fairness in the organization
- Engage and foster the growth of AES team members. Provide encouragement and regular feedback; and serve as a mentor/example for all levels of the team.
- Manage/oversee career conversations with your team on an established schedule (annual career conversations, regular check-ins, and the development of career plans for each team member)
- Develop future leaders within the organization (train your replacement)
- Engage, motivate, and lead internal and external stakeholders to develop strategies and plans to move the organization in the desired direction.

### **LOCATION:**

- Options of Remote, Hybrid or in Office at our Plattsburgh, NY or Burlington, VT locations.

### **COMPESATION**

- This is a permanent, full time, exempt, salaried position with a range of \$100,000.00 - \$130,000.00/year.

This range is a good faith effort estimate provided pursuant to the New York Pay Transparency Law. It is based on what a successful New York applicant might be paid and assumes that the successful candidate will be in New York or perform the position from New York. Actual pay rates may vary from the range, as permitted by New York Equal Pay Transparency Law. Compensation offers will be based on various factors, including individual education, qualifications and experience, work location and comparison to employees already in the role, as well as other considerations permitted by law.

**AES Northeast is an equal opportunity employer, drug-free workplace, and complies with ADA regulations as applicable.**

## **Note**

This job description in no way states or implies that these are the only duties to be performed by the employee(s) of this position. Employees will be required to follow any other job-related instructions and to perform any other job-related duties requested by any person authorized to give instructions or assignments. All duties and responsibilities are essential functions and requirements and are subject to possible modification to reasonably accommodate individuals with disabilities. To perform this job successfully, the employee(s) will possess the skills, aptitudes, and abilities to perform each duty proficiently. Some requirements may exclude individuals who pose a direct threat or significant risk to the health or safety of themselves or others. The requirements listed in this document are the minimum levels of knowledge, skills, or abilities. This document does not create an employment contract, implied or otherwise, other than an at-will relationship.

AES does not accept unsolicited resumes from recruiting professionals or agencies, nor do we accept resumes from any source that does not reference a specific, open position. AES will not be responsible for any fees arising from the use of resumes submitted by recruiting professionals or agencies that do not have a current placement fee agreement with AES. All initial communication with recruiting professionals or agencies must go through our Human Resources Director.