Opportunity

CSL is looking for a **Senior Environmental/Civil Engineer** to join our Thunder Bay office as our VP Civil Engineering. You will be the technical lead for our civil division and will manage a dynamic team of junior engineer and technicians. In this role you will undertake a leadership role within the department, reporting directly to the VP of Engineering Services. You will participate in design, day-to-day project work, business development and play a large role in mentoring the team. You will be working in a collaborative environment with a great team of engineers and scientists, and you will have the opportunity to interface directly with clients.

Key Responsibilities

- Senior level engineering assessments and design experience is required. You will provide senior level design expertise and guidance on environmental projects
- Contribution and leadership in the implementation of CSL's operational business plan
- Leadership in the development and continued enhancement of relationships with existing clients
- Leadership in the identification and development of new business opportunities with both private and public clients
- Commitment to providing leadership and contributing to the career development of junior/intermediate staff, including providing technical direction, training recommendations, coaching and mentoring.
- Active participation in professional associations and committees, as well as continued fostering of client relationships.
- Respond to Request to Proposals related to environmental work and develop strong client relationships.
- Manage environmental projects, including preparation of work plans with associated budgets and schedules.
- Preparation and review of deliverables, reports and technical specifications, as well as working collaboratively with other disciplines to execute project deliverables, and ensuring that quality objectives, schedules and budgets are met
- Manage health and safety onsite for field projects, coordinate field programs, prepare project contracts/agreements, complete sub-contractor oversight and organize/manage field teams.
- Design sampling programs for the collection of soil, groundwater, surface water and sediments
- Work with remediation technical teams on development of site remediation options and/or contaminated site management options
- Lead the management and interpretation of data, and preparation of technical contaminated site reports.
- Coordinate and manage environmental projects including site remediation projects, environmental site assessments (ESAs), hazardous materials assessments, solid waste planning, ongoing monitoring programs, and hydrogeological studies
- Provide input to the Management Team regarding the career development of junior staff

Qualifications

- Internally motivated with good organizational skills, routinely takes initiative, handles challenges, prioritizes multiple tasks, and provides superior service to clients.
- Demonstrates a commitment to personal and professional career development.
- Public engagement experience is an asset.
- Familiarity with environmental risk and mitigation is an asset.
- Preference to be registered or eligible for registration as a professional engineer or geoscientist in Ontario, as well as other Canadian provinces;

- Previous consulting experience is a requirement.
- Excellent verbal and written communication skills are required.
- Candidate must be able to work independently with minimal supervision.
- Demonstrated experience in site investigations, site remediation design and Contract Administration, hazardous building material condition assessments, and/or other design and construction support is preferred.
- Travel to project sites is usually limited but is required depending on project/client requirements.
- Must possess a valid driver's license and the ability/willingness to undergo security clearance checks.
- Knowledge and experience with the Ontario and federal environmental site assessment regulatory system.
- Experience preparing environmental permit applications and writing environmental assessments, including residual and cumulative effects analyses, is an asset.

Education and Experience

- Minimum of a Bachelor's degree in Civil/Environmental/Geological Engineering from a recognized university; a post graduate degree would be a significant asset.
- Minimum of 8 years of experience in environmental engineering with at least 3 years of demonstrated project management skills (Tracking budgets and meeting schedules).

Salary and other compensation

Salary for the successful candidate will be based on competitive wages from similar positions in the region and will be discussed directly with the successful candidate.

CSL provides an annual performance bonus program, which provides a monetary bonus based on the success of the company and the individual's contribution to the success.

This level of position is also open to ownership opportunities which are reviewed on an individual basis and subject to experience.

Pension Plan

You will be entitled to enroll into CSL's pension fund after 90 days of employment. CSL runs a Defined Contribution Pension Plan (DCPP) whereby CSL directly matches between 6-8% of annual salary depending on experience.

Work schedule

Your baseline work schedule will be Monday to Friday from 8:30 to 5pm for a minimum of 40 hrs per week. Employees on salary are not entitled to overtime hour. The majority of your time will be spent in an office environment with occasional travel (up to 10% of total time).

Vacation and Benefits

You will be entitled to 4 weeks (20 days) of vacation per year. You are also entitled to receive all benefits coverage offered by the company, including medical and dental. CSL uses Health & Dental Benefits in the form of a pay as you go system provided by Benefits By Design.

Primary Location: Thunder Bay, Ontario

Schedule : Full-time