

**Position Announcement:** Project Engineer (Full-Time)

**Location:** Ocean Township, NJ

**Date Available:** ASAP

**Organizational Overview:** Renova Environmental Company is an employee-owned business with core competencies as a self-performing environmental remediation, restoration, and heavy civil construction firm supporting our clients since 2006. We employ an experienced team of project managers, construction experts, and environmental professionals. *Renova has been named one of the Best Places to Work in New Jersey for five years.*

**Position Overview:** The Project Engineer position offers a dynamic and self-motivated individual the unique opportunity to be part of a rapidly growing business in a rewarding field. The position offers a balance between field work (approximately 70%) and office work (approximately 30%) and provides for a fulfilling experience in the environmental field in a fast-paced company. Opportunities for advancement in this position include Assistant Project Manager and Project Manager. This position requires overnight travel approximately 25% of the time.

**Key Responsibilities:**

- **Field:**
  - Support in-house construction crews and site superintendents
  - Oversight and management of subcontractors
  - Complete daily field logs and conduct daily safety briefings
  - Confirm field quality objectives are achieved
  - Collect field data via surveying and sampling equipment
  - Project support and communication with project management
- **Office:**
  - Support project management and construction estimates
  - Produce, manage, and maintain Project Submittal logs
  - Report writing (e.g. Workplans, Health and Safety Plans, etc.)
  - Data management and site plan development
  - AutoCAD drawings
  - Project scheduling and logistics
  - Develop knowledge of construction and environmental and safety regulations
  - Interact with clients, subcontractors, regulatory officials, and industry professionals
  - Support overall business operations

**Compensation:** \$65,000 to \$83,000; rate based on industry standard; commensurate with experience; industry-leading benefits package including 100% employer-funded health coverage, automatic vesting in employee-ownership program, and automatic 4% employer contribution into 401(k).

**Qualifications:**

- 0 to 5 years' experience
- B.S. or B.A. in Environmental or Civil Engineering, a Life Science, Physical Science, or Construction Management
- Excellent verbal, written, communication, and computer skills

- Safe driving record
- Financial and budgeting acumen a plus

**To Apply:** Qualified candidates should email a resume and cover letter describing experience and qualifications to [careers@renovaenviro.com](mailto:careers@renovaenviro.com). More information is available at [www.renovaenviro.com](http://www.renovaenviro.com).

# What is an Employee Stock Ownership Plan?

RENOVA has been a proud employee-owned company since 2021. The vehicle that allows employee-owners like you to share in our growth and prosperity is our Employee Stock Ownership Plan, or ESOP. We make yearly contributions of stock or cash to the ESOP on behalf of all our employee-owners.

**No action is required to join and there is no cost to you, whatsoever.**

You will automatically become a member of the ESOP once you have worked for the company for 12 months within a calendar year. You must also log at least 1,000 hours in a calendar year for it to qualify as a credited year of service.

Employees with a 401(k) and ESOP have, on average, 2.2 times the retirement amount as people with only a 401(k).

## What is vesting?

Your ESOP account is subject to vesting. Vesting is the percentage of your ESOP account that is yours and cannot be taken back. The longer you work here, the more you vest. If you leave before you are 100% vested, the non vested portion of the balance will be forfeited.

All ESOP participants have the same vesting schedule:

Years of Vesting	<2	2	3	4	5	6+
Percent Vested	0%	20%	40%	60%	80%	100%



Technically, an ESOP is a retirement plan, similar to a 401(k). However, unlike a 401(k):



You pay nothing for your shares; The company makes all the contributions to your ESOP account



Your account balance is tied to the share value of our company, not external securities



All shares are held in a Trust governed by an administrator, called a Trustee