RENOVA
environmental company

Business Development Manager – Environmental & Heavy Civil Construction

Location: Ocean Township, NJ | Full-time | Immediate Opening

Renova Environmental Company is an employee-owned heavy civil contractor specializing in environmental remediation, ecological restoration, and water infrastructure. Founded in 2006, we take pride in delivering high-quality, safe, and sustainable projects, driven by a team of dedicated employee-owners. We're looking for a motivated, relationship-oriented professional to help grow our business and strengthen our partnerships in the environmental construction industry.

Key Responsibilities

- Identify and pursue new business opportunities in the environmental and heavy civil construction markets
- Build and maintain lasting relationships with clients, consultants, and teaming partners
- Track project leads across public and private sectors (e.g., SAM.gov, state portals)
- Support proposal preparation, qualification packages, and teaming agreements
- Collaborate with proposal teams on pursuit strategies and bid development
- Maintain CRM systems and report regularly on business development metrics
- Represent Renova at industry events, conferences, and client meetings
- Gather market and competitor intelligence to inform growth strategies

Qualifications

- 1–5+ years of experience in business development, marketing, or sales; preferably within construction and/or environmental services
- Bachelor's degree in Business, Marketing, Communications, or a technical field (Engineering, Environmental Science, or Construction Management)
- Excellent people skills with a natural ability to build relationships
- Self-starter with strong organizational skills and attention to detail
- Familiarity with government procurement and AEC industry contracting is a plus

Why Renova

- Total compensation potential of $100,000–$250,000+ (includes base salary of $70,000–$100,000 plus commission)
- 100% employer-paid health insurance premiums
- Employee Stock Ownership Plan (ESOP) and a culture of shared ownership
- Quarterly profit sharing and automatic 4% employer contribution into 401(k)
- Meaningful projects that benefit communities and the environment
- Team-oriented culture with opportunities for professional growth

Apply Today

- Send your résumé and cover letter to careers@renovaenviro.com
- Learn more: www.renovaenviro.com

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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.