



Project Engineer – 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.

Key Responsibilities

- Support in-house construction crews and site superintendents in the field
- Oversee subcontractors and manage day-to-day site activities
- Complete daily field logs and safety briefings
- Collect field data using surveying and sampling equipment
- Assist with project documentation, including reports, work plans, and drawings
- Support estimating, scheduling, and project logistics
- Communicate regularly with project managers, clients, and subcontractors
- Ensure all work adheres to safety, quality, and environmental standards

Qualifications

- 0–5 years of experience in environmental, civil, or construction-related work
- Bachelor's degree in Environmental or Civil Engineering, Construction Management, Life or Physical Science
- Strong written, verbal, and computer skills (AutoCAD experience preferred)
- Safe driving record and willingness to travel (up to 50% overnight)

Why Renova

- \$65,000–\$80,000 salary (commensurate with experience)
- 100% employer-paid health insurance premiums
- Employee Stock Ownership Plan (ESOP) and a culture of shared ownership
- Quarterly profit sharing and automatic 4% employer 401(k) contributions
- Hands-on experience across a range of environmental and heavy civil projects
- Meaningful projects that benefit communities and the environment
- Opportunities for professional growth and advancement

Apply Today

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