RENOVA
environmental company

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 to 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 30% overnight)

Why Renova

- $25 to $30 per hour, based on experience, plus overtime
- Total annual earnings typically $75,000 to $90,000+ with overtime and job-specific premiums, including prevailing wage, depending on project assignment and hours
- 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

Renova Environmental Company is an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, protected veteran status, or any other characteristic protected by law.

You don't just work here. You own part of it.

Renova has been employee-owned since 2021. Through our Employee Stock Ownership Plan (ESOP), the company contributes Renova stock or cash to an account in your name, as a retirement benefit on top of your 401(k). You never pay a cent for it.

$0	100%	2.2×
what you pay for your shares	company-funded, every share	the company-funded retirement assets of workers at comparable companies without an ESOP[1]

How it works

Get hired — Your vesting clock starts on day one

▶ **Work 1,000 hours** in your first 12 months

▶ **Join automatically** next January 1 or July 1. No sign-up.

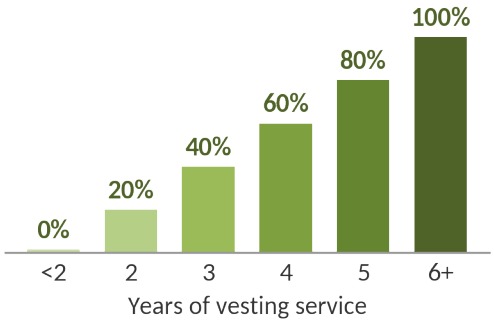
▶ **Build your account** with yearly contributions based on pay and service

▶ **100% yours** fully vested after 6 years

Yearly contributions go to employee-owners who work at least 1,000 hours in the year and are employed on December 31.

The longer you stay, the more you keep

Vesting is the share of your account that is permanently yours. You earn a vesting year for each calendar year you work 1,000+ hours, counted from your hire date.



ESOP vs. a typical 401(k)	ESOP	401(k)
Costs you nothing	✓	×
100% company-funded	✓	×
Grows with Renova's success	✓	×
Held in trust by an independent Trustee	✓	✓

And you get both. Renova also contributes 4% of your pay to your 401(k), automatically.







The better Renova does, the better you do.

[1] *National Center for Employee Ownership (NCEO), ESOPs as Retirement Benefits (2010), based on U.S. Department of Labor Form 5500 data.*