

Position: Civil Design Engineer  
Status: Permanent, Full Time  
Location: Victoria, BC  
Salary Range: 85,000 - \$105,000 *(can vary based on experience)*

### **Our Company:**

Herold Engineering Limited is a Vancouver Island based, employee-owned, multi-disciplinary consulting firm with offices in Nanaimo, Victoria, and Ucluelet. Our dynamic and diverse company has nearly 75 employees involved in a wide variety of public and private sector civil/municipal infrastructure, structural, building, transportation, and marine projects across Vancouver Island and British Columbia. We are a community-oriented company that strongly supports local businesses, charities, and community organizations.

The Victoria office location is comprised of a unique group of over 30 engineering and technology professionals and includes structural, building envelope, industrial and civil disciplines. Most of our project work is not from competitive proposals, but word of mouth and repeat clients. This makes for very interesting projects and allows us to focus on client attention and excellent service.

The civil group is a highly collaborative and supportive team both in the office and outside of work. We have an understanding that the balance between work and personal lives is critical to the well being of the group. Team members always step up to assist each other to get the job done, share training opportunities and experiences, as well as have fun.

### **Position Overview:**

We are currently seeking a **Civil Design Engineer** to join our civil group in Victoria. Some of our current projects include municipal infrastructure upgrades, commercial and residential site servicing, and small subdivisions. Projects are located throughout Greater Victoria, Vancouver Island and the Gulf Islands, and we work with a range of clients including municipalities/local governments, developers, architects and First Nations.

### **Anticipated Responsibilities:**

- Manage and design civil/municipal projects, carry out and oversee aspects of engineering design for land development and municipal projects from proposal stage through commissioning
- Prepare and submit proposals and technical reports
- Preparation of tender documents and contract administration
- Manage and work with multi-disciplinary teams
- Assist in mentorship of Engineers-in-Training and technologists

### **Successful Qualifications:**

- P.Eng. or Eng.L. status with Engineers and Geoscientists of BC or Canadian equivalent
- Minimum 5 years of progressive experience in a Canadian market in the design and management of land development and municipal infrastructure projects
- Excellent written and oral communications skills
- Sound business development and client liaison skills
- Experience with all levels of government, construction contractors and developers

- That you are energetic, productive, well organized, detail oriented, and a team player
- Have a proven ability to meet project deliverables
- Valid Class 5 driver's license
- You are competent with Civil 3D and AutoCAD in the design of civil infrastructure
- Experience with civil engineering modelling software
- Knowledge of the Vancouver Island development market and municipal governments is preferred

### Why work for Herold Engineering?

Herold Engineering creates a work environment where balance between personal life and work life is highly valued, so that our employees can enjoy the fantastic natural environment that Vancouver Island life has to offer. Our company has:

- A small, highly collaborative, entrepreneurial and supportive team
- A high level of mentoring between team members
- A broad range of interesting projects
- Frequent optional social activities
- A fabulous office environment in a growing area of downtown that includes potential parking, secure bike storage, showers and changerooms
- A 37.5 hour work week
- Flexible work hours and environment to accommodate your lifestyle
- A strong role in the community
- Competitive salary and participation in our generous Performance Bonus Plan
- Competitive benefits, including extended health/dental coverage and RRSP matching
- Financial assistance with relocation, if applicable
- Potential to become a shareholder
- A workplace culture that is characterized by respect and inclusion for all
- Continuous support for your professional development and growth

### How to Apply:

Qualified individuals are encouraged to submit a cover letter and resume, in confidence with the **position noted in the subject line:**

Regarding:

**“VICTORIA – CIVIL DESIGN ENGINEER”**

**Attention: Patrick Ryan, P.Eng, Principal**  
**Email to: [careers@heroldengineering.com](mailto:careers@heroldengineering.com)**  
**Herold Engineering Limited**  
**600-1112 Fort Street**  
**Victoria, BC V8V 3K8**

**Please consider including in your cover letter:**

- Your approach to problem solving and communication
- How you prioritize and organize work
- Your work ethic and learning style
- Your goals for continuing education and career growth

To learn more, please visit our website at [www.heroldengineering.com](http://www.heroldengineering.com)

We thank all applicants and advise that only those selected for an interview will be contacted.