

You could work anywhere

So why CEC?



Civil & Environmental Consultants, Inc.

A woman with blonde hair and glasses, wearing a dark business suit, stands in a meeting room. She is pointing with a thin white stick at a large screen on the wall. The screen displays a technical diagram or map. The room contains several desks with chairs, and the overall scene is overlaid with a semi-transparent teal color.

## LIMITLESS OPPORTUNITIES.

Working at CEC is different. We are committed to attracting, motivating, and retaining the best talent in the industry. You will be challenged to turn big ideas into solid results and to take ownership of your contributions. Work where you're encouraged to explore your passions, where people come first, where above and beyond is the standard, and where you can own your future.

## **ABOUT CEC**

Civil & Environmental Consultants, Inc. (CEC) is a growing engineering and environmental consulting firm that provides innovative design solutions and integrated expertise in air quality, civil engineering, cultural resources, ecological sciences, environmental engineering and sciences, manufacturing infrastructure services, survey/geospatial, waste management, and water resources. CEC is consistently ranked highly on Engineering News-Record's annual lists of the Top Design Firms and Top Environmental Firms in the nation.

# Here's Why

## Employee Value

At CEC, people come first. Always. We put people first because we believe that our employees do their best work when they're supported and valued. It's why we're an employee-owned company.

- **Stock Ownership**
- **Performance Bonuses**
- **55/45 Profit Sharing**
- **Unique Career Path Model**
- **Professional and Leadership Development**

## Innovation

As an industry leader, we empower employees to bring forth new ideas and creative solutions for complex problems and to share their expertise with peers. Additionally, we recognize innovation with an annual award.

- **Industry Leading Company**
- **Cool, Impactful Projects**
- **Speaking/Publishing Opportunities**
- **Annual Awards for Innovation**





## **Making a Difference**

Giving back has always been a part of who we are. Our employee-driven initiative encourages and celebrates our team members who lend their time and talents to serve, enrich, and enhance their communities.

- **Employee-Driven Volunteer Initiatives**
- **Full Leadership Support**
- **Community Outreach**
- **Charitable Giving**

## **Transparency**

We frequently share clear and relevant information so employees are updated on our financial performance, business initiatives, and future plans. Doors are always open for communication.

- **Frequent Financial Performance Updates**
- **Business Outlook Updates**
- **Open Door Communication**
- **Clear Leadership Succession Process**



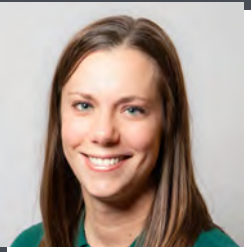
CEC challenges everyone here to rise up; to be a better version of ourselves. You know that you have the support behind you to do it. You're not on an island trying to accomplish this alone. That's such a great confidence builder.

**BETH CRISCO-KESTNER** | Senior Project Manager – Knoxville



There are many things I appreciate about CEC, but one of the things I love is the opportunity to gain new expertise or be involved in a new discipline. I've been able to gather a broad range of experience that will stay with me for the rest of my career.

**DANIEL MARTINEZ** | Project Manager II – Phoenix



CEC is very much dedicated to investing in their staff. It's about your growth and your improvement. CEC does really well at that with programs and trainings. They want you to grow. If you develop connections and you bring in work, you're going to be rewarded for that. You get what you put into it at CEC. Your growth is under your control, and I think that's pretty rare.

**KATIE ASTROTH** | Operations Lead – St. Louis

***Video testimonials***



***Apply now!***



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**800.365.2324**