



JUNIOR CIVIL ENGINEER

ESI seeks a full-time Junior Civil Engineer to support energy and/or land development projects throughout the U.S. ESI's Junior Civil Engineers support Client needs throughout the entirety of a project's life cycle from scoping and design, through permitting, construction, maintenance, and decommissioning. ESI Engineers regularly work in interdisciplinary teams with environmental and cultural resources professionals, and GIS and data scientists for comprehensive project permitting support.

Responsibilities

- ◆ Design E&S controls including support calculations.
- ◆ Support stormwater design and calculations.
- ◆ Assist project engineers with site grading and layouts.
- ◆ Assist with completion of component parts of NPDES and township permit applications, forms, and ancillary materials.
- ◆ Assist with preparation of component parts for project documents, applications, narratives, and reports, such as Stormwater Pollution Prevention Plans (SWPPPs).
- ◆ Assist with preparation of construction plan sets, reports, and permits.
- ◆ Follow company standard AutoCAD procedures and client-specific project specifications for field modifications to design plans.
- ◆ Monitor E&S and PCSM Best Management Practices (BMPs) for performance and compliance during/after construction and recommend maintenance and/or practical, compliant alternatives as needed.
- ◆ Actively support site-specific safety practices in accordance with Client expectations.

Top 3 Reasons to Work at Environmental Solutions & Innovations, Inc. (ESI)

1. Our collaborative and open-minded environment fosters the trust and support necessary to take calculated risks requisite for growth.
2. Our diverse and talented technical experts afford big-picture insights that elevate the quality of services we provide to Clients.
3. Our services help identify, conserve, and protect natural and cultural resources for future generations.

ABOUT ESI

An emerging leader in environmental consulting, Environmental Solutions & Innovations, Inc. (ESI) seamlessly merges real-world field expertise, scientific acumen, and comprehensive knowledge of the regulatory framework to assist clients balance societal needs with conservation and enhancement of natural and cultural assets. Our support of various industries and governmental agencies spans civil engineering, biological sciences, and archaeology, and ranges geographically across the U.S.

HOW TO APPLY: Please use the email subject "Junior Civil Engineer" and send a resume to Employment@envsi.com.



Environmental Solutions & Innovations, Inc. is an Equal Employment Opportunity employer. It provides equal employment opportunities to all employees and applicants for employment without regard to race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, age, disability, or veteran status.



JUNIOR CIVIL ENGINEER

Minimum Education / Qualifications

- ◆ Bachelor's Degree in Civil Engineering or a related field from an accredited university or college;
- ◆ Familiarity with relevant state Erosion & Sedimentation Pollution Control (E&S) and Post-Construction Stormwater Management (PCSM) regulations.
- ◆ Willingness to travel up to 5% for project site visits;
- ◆ Strong writing and communication skills;
- ◆ Positive attitude with a team-first mentality.
- ◆ Responsive and reliable; and
- ◆ Self-motivated to follow through on commitments to colleagues and Clients.

Preferred Experience

- ◆ Engineer-in-Training (EIT) certification.
- ◆ Prior career engineering experience.

Location

Preference is for the position to be based near one of ESI's offices in Cincinnati, Ohio (ESI Headquarters) Ravenna, OH, Pittsburgh, PA, Teays Valley, WV, Indianapolis, IN or Maitland, FL. However, a fully remote position within the U.S. will be considered for individuals with a demonstrable capacity for self-direction.

While fully embracing the benefits of remote work catalyzed by the COVID-19 pandemic, ESI also believes in the undeniable benefits of face-to-face communication. To that end, office-based employees are afforded a flexible office work schedule, reporting to physical locations on average 2 days per week.

Salary & Benefits

ESI has standardized and transparent pay ranges based upon education and experience. The anticipated base annual salary pay range for the qualifications listed above is \$60,000 to \$75,000 per year. Individuals with more or less experience are invited to apply, with the understanding that the associated salary will likewise vary accordingly. See accompanying pages for ESI's standard benefits package.



Benefits and Total Rewards Summary 2025

Paid Time Off (PTO)

ESI provides compensated leave for vacation, personal and sick time as one comprehensive bucket identified as “Paid Time Off” or PTO. All full-time (2,080+ hours), salaried employees are eligible for PTO from their first day of work, accrued per pay period based on years of service with the company. After one (1) year of service, *pro re nata* (PRN) employees qualify for PTO, accrued in one lump sum annually, based on the number of years of service and the number of hours worked *in the prior calendar year*. The table below identifies the PTO accrual based on years of service and annual hours worked.

Hours Worked	680	1040	1560	Full Time, Salaried
From Start	-	-	-	128 Hours
After 1 year	40 Hours	64 Hours	96 Hours	128 Hours
After 2 years	56 Hours	80 Hours	120 Hours	160 Hours
After 5 years	64 Hours	100 Hours	150 Hours	200 Hours
After 10 years	64 Hours	100 Hours	150 Hours	240 Hours

PTO may be taken in 4- or 8-hour increments. A maximum of 8 hours of PTO may be claimed per 24-hour period. PRN employees may claim PTO at any time of year, including during a work leave of absence. Likewise for PRN employees, PTO is always paid at the “straight time” rate and does not contribute to “hours worked” for the calculation of hours eligible for overtime wages, regardless of when it is recorded in the pay week.

Accrued, unused PTO for all staff is rolled from one year to the next, up to a maximum of 320 hours’ worth, after which the excess amount is paid out to the employee. All accrued, unused PTO is paid out upon an employee’s departure from the organization.

Accrued, unused PTO for PRN staff the is not used by January 31 is automatically paid out to the employee.

Employer Sponsored Healthcare Coverage (Medical, Dental, and Vision)

● **Full Time, Salaried:**

ESI pays 100% of employee’s healthcare coverage for all full-time, salaried professionals. For employees with spouses, children, or other qualified dependents, ESI pays 50% of those premiums. Employees may elect to enroll in just one or all the various types of coverages, for themselves and/or their families. Anthem Blue Cross/Blue Shield bi-weekly premium payroll deductions for full- time, salaried staff with dependents are as follows:

	Employee	Spouse	Child(ren)	Family
Medical	-	\$136.88	\$78.61	\$238.46
Dental	-	\$6.01	\$11.66	\$18.18
Vision	-	\$1.29	\$1.16	\$2.55



● **PRN**

Starting in the second year of employment, all PRN staff working more than 624 hours in the prior year are eligible to participate in ESI’s healthcare coverage. The percentage paid by ESI is determined by the number of hours worked in the prior calendar year. Employees may elect to enroll in just one or all of the offered coverages.

Hours Worked Per Calendar Year	ESI Pays	Employee Pays
1,560	100%	0%
1,040	70%	30%
832	50%	50%
624	40%	60%

Dependent coverage is available, employee pays 100% of dependent premiums.

Paid Holidays

● **Full-time**

ESI currently provides 10 paid holidays (8 hours per each) for full-time, salaried employees in each calendar year:

- New Year’s (1)
- Memorial Day (1)
- Independence Day (1)
- Labor Day (1)
- Election Day (1)
- The day before, Thanksgiving, and the day after (3)
- December 24 & 25 (2)

● **PRN**

All PRN staff working BOTH the normal business day before and normal business day after a company holiday receive eight (8) hours of compensated time off OR 2X pay for time worked, depending on project schedules.

401(k) Plan

- All employees are eligible to participate in ESI’s 401(k) plan on the next plan entry date (1 January and 1 July), after date of hire via salary deferral and receive a matching contribution.
- All employees are automatically enrolled in the plan at a 3% salary deferral.
- Employees not wishing to participate in the ESI 401(k) plan must opt out via the plan administrator’s website, www.voya.com .
- Employer matching contributions on up to 5% of salary deferrals.
- Additional discretionary matching and/or profit-sharing contributions may also be made, on a year-to-year basis.



Benefits Available Exclusively to Full Time Salaried Staff

- **Parental Leave**
 - ESI offers 8 weeks (320 hours) of compensated time off work (“Parental Leave”) once per employee, per occurrence and once per calendar year. The employee may take the allotted Parental Leave pay in one continuous period of leave or in increments of as little as one hour, at any time during the first 12 months after the event.
- **Flexible Spending Account (FSA)**
- **100% Employer Paid Accidental Death and Dismemberment** (\$40,000 benefit through Anthem BCBS) and **Group Term Life** (\$40,000 benefit through Anthem BCBS).
- **100% Employer Paid Short- and Long-Term Disability:** All full-time employees are automatically enrolled into both coverages (currently through Reliance Standard).
 - **Short Term Disability (STD):** Benefit 60% of weekly earnings to a weekly maximum of \$1,000 (weekly minimum of \$10).
 - **Long Term Disability (LTD):** Benefit 60% of monthly earnings to a monthly maximum of \$5,000 (with a monthly minimum of \$100).