



## Environmental Permitting Project Manager

ESI seeks a full-time Environmental Permitting Project Manager to support energy sector projects, primarily located throughout the central and eastern U.S. The position involves direct participation in, and management of, multi-disciplinary project teams throughout the entirety of the project life cycle from scoping and design, through permitting, construction, maintenance, and decommissioning.

### Responsibilities

- ◆ Work directly with Clients, Agency personnel, other ESI Project Managers and technical staff to address Client needs including development of timelines, budgets, technical execution, and logistics for environmental permitting projects of various sizes across a broad geographic area.
- ◆ Participate in projects across a variety of project-specific roles, ranging from technical lead to reviewer to PM, based on project size and complexity, geographic location, and individual experience arena.
- ◆ Lead development of complex regulatory and/or permitting documents (i.e., ESA, NEPA, CWA), including robust data organization, analysis, and presentation.
- ◆ Develop and implement project execution plans.
- ◆ Respectfully and consistently collaborate and communicate with other ESI project staff up- and down-line for successful project execution.
- ◆ Participate in work-flow and man-power resourcing with ESI's Group and Project managers.
- ◆ Manage project contracting, budgeting and billing, in collaboration with ESI's Project Controls Specialists.
- ◆ Engage in public outreach, public relations, and/or other project stakeholders.
- ◆ Lead direct marketing efforts via preparation of project scopes and cost estimates for project proposals.
- ◆ Participate in business development efforts via attendance at industry conference events, Client presentations, and technical meetings.
- ◆ Mentor junior staff Scientists, including on document generation, navigating regulatory complexities, proposal generation and general business development strategies.

### 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 the biological sciences,

**HOW TO APPLY: Please use the email subject "Environmental PM" and send a resume to [Employment@envsi.com](mailto: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.*



## Environmental Permitting Project Manager

### Minimum Qualifications

- ◆ Bachelor's Degree in environmental science, engineering, anthropology, or other relevant/related discipline.
- ◆ Demonstrable record of providing quality environmental permitting services to/in the energy industry (8+ years).
- ◆ Adept at navigating a variety of environmental permitting processes including the National Environmental Policy Act, Clean Water Act, Endangered Species Act, and other relevant environmental regulations at federal, state, and local levels.
- ◆ Willingness to travel up to 15% for marketing, project meetings, recruiting, and/or professional development.
- ◆ Experience with cost estimating and scope generation for proposals.
- ◆ Positive attitude, with a team-first, leadership mentality.
- ◆ Responsive and reliable; self-motivated to follow through on commitments to colleagues and clients.

### Preferred Experience

- ◆ Advanced Degree in environmental science, ecology, biology, or other relevant/related discipline.
- ◆ 8 or more years in Environmental Consulting with 2 or more years of Project Management experience.
- ◆ Experience in the electrical generation, transmission, or distribution sectors, and state public utility filings.
- ◆ Experience with routing and siting studies.
- ◆ Experience working with interdisciplinary teams across a large geographic area.
- ◆ Significant prior career stage field experience.

### Location

Position is fully remote, with a preference for an individual located Indiana, Ohio, Michigan, Pennsylvania, West Virginia, or Virginia.

### 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 \$98,000 to \$125,000 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 2026

### 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 that 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	-	\$149.20	\$85.68	\$259.92
Dental	-	\$6.13	\$11.89	\$18.54
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](http://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).