



INBERG-MILLER ENGINEERS

Quality Solutions Through Teamwork

EMPLOYMENT OPPORTUNITY ANNOUNCEMENT

DATE OF OPENING: January 23, 2019
FROM: Jeremy J. Hernandez, CFO/Executive Vice President
EMPLOYMENT OPPORTUNITY: **ENTRY-LEVEL CIVIL ENGINEER**

Inberg-Miller Engineers (IME) is looking for a self-motivated individual to work, under the supervision of senior civil engineers, on a wide array of civil projects. The position is full-time. Responsibilities include project management of civil engineering and surveying projects, client contact and development, and personnel management. The majority of projects are located in Wyoming; however, you could work anywhere in the Rocky Mountain Region.

- **Experience:** Knowledge of civil engineering with an emphasis on environmental, water resources, materials, utilities, and survey. Experience in civil is beneficial but not required for an entry level position.
- **Education:** B.S. in Civil Engineering. (Successful completion of the Engineer-in-Training (E.I.T.), Fundamentals of Engineering (F.E.) desired.)
- **Compensation:** Competitive salary with compensation dependent upon relevant education, registration, certifications, training, and experience.
- **Benefits:** Excellent benefit package available including vacation, holiday, sick leave, medical, dental, disability, life insurance, long-term care, Employee Stock Ownership Plan (ESOP), employer-matched 401(k). Financial assistance may be available for moving expenses.

A more complete Position Description is attached hereto and made a part of this Announcement. To complete our application process, applicants must submit an Application for Employment; the application may be submitted on-line at www.inberg-miller.com. A current resume, and transcripts of studies from college(s) attended, these may be submitted via e-mail to wsteeds@inberg-miller.com or through the mail addressed to Wendi Steeds, Inberg-Miller Engineers, 124 East Main Street, Riverton, Wyoming 82501. If you have any questions regarding our application process, please contact Wendi Steeds at 307-856-8136 or via e-mail.

Inberg-Miller Engineers is an Equal Opportunity Employer and does not discriminate in its hiring practices. Each person, without regard to race, religion, color, national origin, sex, age, disability, or veteran's status, will receive equal consideration.



POSITION DESCRIPTION

DATE OF OPENING: January 23, 2019
POSITION TITLE: Entry Level Civil Engineer
REPORTS TO: Owners, Officers and Project Managers

POSITION FUNCTION:

- IME is looking for a self-motivated individual to work, under the supervision of senior civil engineers, on a wide array of civil projects out of our Powell, Wyoming office. Responsibilities include project management of civil engineering and surveying projects, client contact and development, and personnel management. The majority of projects are located in Wyoming; however, some travel into adjacent states is likely.
- Entry-level civil engineers are immediately required to be able to perform engineering calculation, and reporting. Good writing and communication skills are desired. Travel is dictated by our clients and projects.
- Typical duties may include assisting the senior civil engineer with the design of grading plans, leach fields, septic systems, utilities and roads. Performing construction observation will be part of the job responsibilities.
- Our company employment philosophy is to cross-train our Engineers and teach them about the various kinds of work IME performs. In addition to civil projects, you could be involved in surveying, geotechnical, environmental, construction materials testing, and contract drilling projects from time to time. While we do not expect everyone to be an expert in all these areas, we believe that our Engineers should have a basic understanding of our core business activities and should be able to help out in all of these disciplines as the need arises.

TYPICAL DUTIES, RESPONSIBILITIES, AND SKILLS ESSENTIAL TO THE POSITION:

- Must be able to follow instruction, work independently, or as part of a project team.
- Complete assigned tasks in a timely, logical manner and exercise discretion and good judgment in accomplishing assigned tasks and goals.
- Must have strong organizational, communication, interpersonal, and intellectual skills
- Ability to organize, prioritize, and follow multiple projects and tasks to completion.
- Under general supervision of the owners, officers and project managers, be able to effectively promote IME's services and expand clientele.

- Assist the owners, officers and project managers in directing, managing, and supervising the daily local tasks and immediate affairs of the services provided.
- As directed, provide supervision, management, training, and assistance to employees in performing their duties and responsibilities.
- Become proficient with computer programs associated with Microsoft Windows operating systems (Word, Excel, Outlook, etc).
- Ability to communicate well, both verbally and in written form.
- Ability to become proficient in the use of laboratory and field testing equipment and procedures.
- Ability to work in adverse weather conditions, nights, weekends, and holidays, if needed.
- Willingness to work more than 45 hours per work week as the job schedule dictates.
- Ability to efficiently and cost effectively coordinate personnel, multiple projects, and clients' schedules in order to meet the needs of our clients and project budgets.
- Ability to read and comprehend technically-written material.
- Ability to establish and maintain positive and effective working relationships with clients, fellow employees and anyone with whom you come in contact at any time during working hours.

EXPERIENCE:

- Any relevant experience with field and laboratory construction materials testing, construction observation, technical supervision, and any relevant experience working on landfill projects, or civil engineering projects is desired.

EDUCATION:

- B.S. in Civil Engineering. Successful completion of the Engineer-in-Training (E.I.T.), Fundamentals of Engineering (F.E.) examination is desired.

TRAINING:

- 40-Hour Occupational Safety and Health Administration (OSHA) Hazardous Waste Site Worker, American Concrete Institute (ACI) Concrete Field Testing, Nuclear Moisture Density Gauge, AutoCAD with Civil Engineering applications, and First Aid/CPR desired.

OTHER REQUIREMENTS:

- Ability to represent IME in a professional manner including, but not limited to, personal appearance and cleanliness, and communications techniques with clients, fellow employees and anyone with whom you come in contact at any time during working hours. Good judgment, consistent with acceptable business norms, should serve as a basis for the measurement of personal appearance and cleanliness. Extremes of any sort are unacceptable.

- Ability to complete required training and to pass required tests necessary to obtain the certifications required to perform the duties and responsibilities of the position.
- Ability to achieve negative results on a drug test. Employment will be denied to anyone with a positive pre-employment screen according to our current Substance Abuse Policy.
 - IME has implemented six types of drug and alcohol testing:
 1. Pre-employment (drug testing only)
 2. Reasonable suspicion
 3. Post-accident
 4. Random
 5. Follow-up
 6. Return-to-duty
 - IME has three drug and alcohol testing plans:
 1. IME's Company Drug and Alcohol Testing Plan
 2. The Department of Transportation – Federal Motor Carrier Safety Administration (DOT-FMCSA) Plan
 3. The Department of Transportation – Pipeline and Hazardous Materials Safety Administration (DOT-PHMSA) Plan.

Depending upon the position for which an employee has been hired, the employee could be involved in more than one of these programs if the duties of the employee require him/her to perform "covered functions" associated with the regulations of the Department of Transportation in 49 CFR, Parts 40, 199, and 382.

- Ability to suspend the use of tobacco during working hours both in the IME' workplace and vehicles, and that of our clients'.
- Ability and willingness to abide by set policies and/or safety programs established by our clients and/or regulatory agencies which govern our performance and behavior in the normal course of our work while on clients' property or job site.
- Ability and willingness to read, comprehend, and abide by our company policies.
- A valid driver's license will be required if an essential job function requires you to operate a company-owned or leased motor vehicle. For applicants that meet this criteria a Motor Vehicle Report (MVR) will be requested and applicants with three moving violations within the last three years or a DUI conviction within the last five years will be automatically deleted from further consideration for employment.
- After an offer of employment is made, continued employment is conditioned upon the results of a medical exam. The results of the medical exam must demonstrate the medical and physical capabilities to perform all

SUPERVISION - RESPONSIBILITY FOR WORK OF OTHERS:

- Develop the ability to supervise technicians.

PHYSICAL DEMANDS OF ESSENTIAL JOB FUNCTIONS:

- Work Type: Medium, exerting up to 50 pounds of force occasionally and/or up to 10 pounds of force frequently, and/or up to 5 pounds of force constantly to move objects.
- Climbing/Balancing: Climb inclines, ladders, and uneven surfaces. Balance required.
- Walking: Frequently.
- Stooping/Bending: Frequently.
- Stand/Sit: Stand/sit about 50/50 percent of job time.
- Reaching: Frequent reaching, overhead as well as horizontal.
- Vision: Corrected vision to 20/20 or adequate to perform essential functions.
- Color Vision: Ability to identify and distinguish colors.
- Speech: Constantly express ideas by means of fluent English.
- Eye/Hand/Foot Coordination: Frequently operate precision equipment.
- Manual Dexterity: Frequently operate precision equipment.

ENVIRONMENTAL DEMANDS OF ESSENTIAL JOB FUNCTIONS:

- Inside/Outside: Work inside and outside.
- Cold/Heat: Adverse weather conditions possible.
- Wet/Dry: Adverse weather conditions possible.
- Noise/Vibrations: Exposure to heavy construction and equipment noise.
- Hazards: Moderate exposure to traffic and construction areas. Exposure to hazardous materials.
- Fumes/Dust/Odors: Exposure to dust, construction equipment fumes, and natural gases.

MACHINES, TOOLS, EQUIPMENT AND WORK AIDS USED:

- Construction Materials Testing Equipment
- Company Vehicles
- Environmental Sampling and Testing Equipment
- Drafting Tools

- Computers
- Table
- Surveying Instruments
- Calculator
- Plans and Specifications
- Text books and Manuals
- Respirators and/or SCBA's

REMARKS:

- The above position description is intended to describe the duties of an Entry-Level Civil Engineer in general terms and does not necessarily describe all of his/her duties.