

WE'RE HIRING!



# Limitless Opportunity for Growth & Development

We are growing our **Montana Civil Design Team** substantially and are actively recruiting team members ready for the next chapter in their careers. Control your destiny with your clients and drive results by joining a **fast-paced** and **innovative** team with **flexibility** and a focus on **work-life harmony**. Our team values excellence and seeks to engage in long-term growth and success. Our core values of **client focus, professionalism, collaboration, diligence**, and **communication** are a must.

If you are ready to take care of clients in a meaningful way and add value to their projects, we want you to join our IMEG team.

Position	Location(s)	Desired Experience/ Licensing	General Description	Key Success Factors
Civil Project Engineer	Missoula, Kalispell	4-8 Years  PE	We are looking for a motivated, and positive individual to join our Land Use Consulting team as a Project Manager.  This is a position with a high bar for attention to detail, time management and flexibility.  Successful Project Managers on this team utilize their experience navigating permitting and government regulations while also maintaining clear communication with their clients and team members. They thrive in an autonomous, innovative, and fast-paced environment, and can roll up their sleeves to work hard and get the job done. If you are the right fit, you will pull from your extensive knowledge of civil engineering and develop dynamic relationships within the community. Our ideal candidate will have excellent communication skills, be highly self-motivated and will have a desire to collaborate with our team to produce the best results. They will also have a track record of navigating several projects at one time while maintaining a high-level of quality.  The goal for this position will be to become the direct supervisor for the engineers and drafters in the office the position is located in. <b>Missoula R-11410, Kalispell R-11372</b>	<ul style="list-style-type: none"><li>• Mentor 4-6 engineers and be responsible for the quality of their work product</li><li>• Assist with the development of specific results-oriented goals for EIT's within 6 months</li><li>• Understand the IMEG budgeting process within 30 days and begin establishing accurate engineering budgets</li><li>• Actively engage and meet face-to-face with reviewing agencies on your first projects with each agency</li><li>• Function well within Montana regulations in relation to what we do as a firm within 3 months</li><li>• Effectively transition 4 projects from executive PMs to you, ensuring client satisfaction within 6 months</li><li>• Join two community-based boards or committees within 6 months regardless of relation to industry</li></ul>
Civil Design Engineer	Missoula, Billings	2-6 Years  EI or PE	We are looking for a Civil Engineer to join our team who will start to transition toward Project Manager on small to mid-sized projects over the next few years. The ideal candidate will be able to work as a productive team member on larger projects while also working with clients on some smaller projects. Initiative to continuously learn and use creativity is a must. Some experience with AutoCAD Civil 3d is a plus, but not required. <b>Missoula R-11460, Billings R-11558</b>	<ul style="list-style-type: none"><li>• Become proficient with IMEG standards within 6 months</li><li>• Study for and pass the Missoula County on-site septic Site Evaluator test within 3 months</li><li>• Become familiar with IMEG project flow to be able to start operating autonomously on up to 3 projects within 6 months</li><li>• Function well within Montana regulations in relation to what we do as a firm within 6 months for at least 2 project types</li></ul>
Civil Design Engineer (New Grad)	Missoula	0-3 Years  EI	We are looking for entry level Civil Engineers to work in a fast-paced office on various projects. This position will be exposed to several facets of Montana related Civil Engineering projects to help candidate become a well-rounded engineer. Experience will include, but not be limited to site design; construction inspections; stormwater design and calculations; sewer and water designs; work on a survey crew; and much more.  A prior internship in a similar field of expertise is preferred. <b>Missoula R-11461</b>	<ul style="list-style-type: none"><li>• Become proficient with IMEG standards within 6 months</li><li>• Learn what Client Focused service means to our team within 6 months</li><li>• Become proficient with site investigation and complete independently within 6 months, and get local certifications as applicable.</li><li>• Work on 4 different project types within your first year</li></ul>
Civil Internship Summer 2023	Billings	0 Years  N/A	We are looking for interested interns for our Billings office to assist with multiple facets of our industry to include construction inspections, design calculations, survey crew assistance, water sampling, and general support. The ideal candidate would be available for potential full-time hire within 1 or 2 semesters of school. <b>Billings R-11563</b>	<ul style="list-style-type: none"><li>• Work with identified Mentor to set learning objectives</li><li>• Become proficient over the first 4 weeks in at least one area such that you can work as a productive team member for at least one task by the end of the summer</li><li>• Ask questions and learn!</li></ul>
Civil Design Technician 2	Missoula, Kalispell	0-10 Years*  N/A  <small>*see posting numbers in blue (next column) with reference to years of experience desired</small>	The ideal candidate has primarily worked with Civil 3D with limited oversight by an Engineer. As a team member, you will be expected to use your ingenuity to become part of the design team. You will learn design principles in this position and not be asked to simply be a 2D red line drafter. A 2-year technical degree is preferred. <b>Missoula 0-2 Years R-11565, 2-10 Years R-10670, Kalispell 5-8 Years R-11138</b>	<ul style="list-style-type: none"><li>• Become proficient with the IMEG CAD standards within 6 months</li><li>• Become fully capable of working on all of the MT IMEG Civil projects within 12 months</li><li>• Identify one learning objective for an area you want to improve in within 3 months, and set a 1-year goal to complete your learning objective</li></ul>
Sanitarian/ Civil Project Designer	Missoula	2-6 Years  N/A	The ideal candidate has 2-6 years of experience in design, construction inspection, and operation of onsite water and wastewater systems. Must meet certain degree requirements for the State of Montana as outlined in the full job description online. E.I.s with applicable interest would be great candidates. May exercise project leadership as part of the Land Planning department. A passionate, self-starter with a desire to grow is the perfect fit for this position. <b>Missoula R-11561</b>	<ul style="list-style-type: none"><li>• Become proficient with the IMEG CAD standards within 6 months</li><li>• Become proficient in simple designs and calculations using computer software and spreadsheets</li><li>• Become proficient in preparing various applications and site evaluations within 6 months</li><li>• Function well within Montana state and local regulations in relation to what we do as a firm within 6 months on at least 2 projects</li><li>• Identify one learning objective for an area you want to improve in within 3 months and set a 1-year goal to complete your learning objective</li></ul>
Planning Technician/ Project Assistant	Billings	0-3 Years  N/A	This is an entry-level position. Prior experience or collegiate course work in planning, geography, and public administration, is a plus but is not required. <b>Billings R-11542</b>	<ul style="list-style-type: none"><li>• Become proficient in utilizing systems for research and data within 6 months</li><li>• Become proficient at understanding plans, applications, and reports within 6 months</li><li>• Become proficient with IMEG standards within 6 months</li><li>• Become familiar with local county agencies and guidelines within first year</li><li>• Identify one learning objective for an area you want to improve in within 3 months and set a 1-year goal to complete the learning objective</li></ul>
Survey & Support	IMEG is looking to fill a variety of surveying positions in Missoula, Kalispell, Billings, Bozeman and Helena. Please visit the IMEG employment website for additional details.			