

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
Senior Civil Engineer	Kalispell R-11879	>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.	<ul style="list-style-type: none"> Mentor 4-6 engineers and be responsible for the quality of their work product Assist with the development of specific results-oriented goals for EIT's within 6 months Understand the IMEG budgeting process within 30 days and begin establishing accurate engineering budgets Actively engage and meet face-to-face with reviewing agencies on your first projects with each agency Function well within Montana regulations in relation to what we do as a firm within 3 months Effectively transition 4 projects from executive PMs to you, ensuring client satisfaction within 6 months Join two community-based boards or committees within 6 months regardless of relation to industry
Civil Project Engineer 2	Kalispell R-11372	>6 Years PE	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.	
Civil Project Engineer 1	Missoula R-11410 Kalispell R-11878	4-6 Years PE	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.	
Civil Design Engineer	Missoula R-11460 Billings R-11558	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.	<ul style="list-style-type: none"> Become proficient with IMEG standards within 6 months Study for and pass the Missoula County on-site septic Site Evaluator test within 3 months Become familiar with IMEG project flow to be able to start operating autonomously on up to 3 projects within 6 months Function well within Montana regulations in relation to what we do as a firm within 6 months for at least 2 project types
Civil Design Engineer (New Grad)	Missoula R-11461	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.	<ul style="list-style-type: none"> Become proficient with IMEG standards within 6 months Learn what Client Focused service means to our team within 6 months Become proficient with site investigation and complete independently within 6 months, and get local certifications as applicable. Work on 4 different project types within your first year
Civil Internship Summer 2023	Missoula R-11698 Billings R11563	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.	<ul style="list-style-type: none"> Work with identified Mentor to set learning objectives 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 Ask questions and learn!
Civil Design Technician 2	Kalispell R-11138	5-8 Years N/A	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.	<ul style="list-style-type: none"> Become proficient with the IMEG CAD standards within 6 months Become fully capable of working on all of the MT IMEG Civil projects within 12 months 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
Sanitarian/ Civil Project Designer	Missoula R-11561	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.	<ul style="list-style-type: none"> Become proficient with the IMEG CAD standards within 6 months Become proficient in simple designs and calculations using computer software and spreadsheets Become proficient in preparing various applications and site evaluations within 6 months 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 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
Planning Technician/ Project Assistant	Billings R-11542	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.	<ul style="list-style-type: none"> Become proficient in utilizing systems for research and data within 6 months Become proficient at understanding plans, applications, and reports within 6 months Become proficient with IMEG standards within 6 months Become familiar with local county agencies and guidelines within first year 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
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.			

IMEG Corp., an employee-owned corporation, is committed to investing in employees' futures through structured programs including formal mentoring, opportunities for career advancement and professional development. We offer a comprehensive benefits package including generous PTO, flexible schedule, and assistance with tuition reimbursement. Additionally, employees are eligible to enroll in health, dental, vision, and life insurance on their first day of employment.

IMEG has a high standard for excellence, and we build respectful and meaningful relationships with our clients and team members. We value self-starters seeking career advancement opportunities with project autonomy in a supportive and collaborative team environment.