

ISO Mid- to Senior-Level Civil Engineer to Join a Growth-Oriented Regional Team

Location: Klamath Falls or Lakeview, Oregon, or Redding, California

Base Salary Range, Non-exempt: \$102,000 to \$160,000 per year

Total Compensation = Base Salary + Annual Performance Bonus + Benefits



seeks a Professional Engineer with a license in Oregon or California. This is not just a senior role; it is a chance to be a founding pillar of SHN's newly structured Inland Region. You will blend deep and diverse engineering expertise with strategic business development, set technical standards, coach a future team, and identify new opportunities to establish SHN's presence and revenue streams in the region.



The SHN Civil Engineering Team

Civil engineering is the one professional service offered in each of SHN's seven offices. Our "Inland Region" is comprised of our offices in Klamath Falls and Lakeview, Oregon and in Redding, California. Although SHN employs geologists, planners, surveyors, and environmental scientists, civil engineers make up approximately half of our staff and account for half of our revenues. With the impending retirement of one senior engineer, and an increase in civil project work and backlog, our civil group needs a mid- to senior-level, licensed PE who excels and enjoys municipal engineering, coaching developing staff, and the business side of engineering consulting.



People who thrive at SHN tend to:

- Find meaning in work that supports our local communities
- Like variety in their work more than specialization
- Function well as team leaders and members
- Be life-long learners
- Take advantage of outdoor recreation that is minutes away from our homes
- Value a culture that supports work-life balance

(Top) Estimating flow at a geothermal project in Klamath Falls, OR. (Middle) Nearing completion of a playground in Eureka, CA. (Bottom) Discussing next steps at a wastewater treatment plant in Alturas, CA.



shn-engr.com

Mid- to Senior-Level Civil Engineer Qualifications

The ideal candidate is:

- A licensed engineer with 7+ years of experience post -PE, (3 years for mid-level) with a focus on municipal engineering services
- An initiator who thrives in startup-like environments, and who tackles challenges and defines processes
- A project leader and coach to junior staff
- A life-long learner who enjoys the business side of consulting (client engagement and business development) and the technical aspects of consulting
- An excellent communicator, able to lead both technical teams and non-technical stakeholders

Shareholder Opportunities. SHN is employee-owned by approximately 25% of our employees. This allows us to define our work culture and select our clientele and projects for long-term sustainability instead of short-term profit. Share prices have steadily increased since 2015 with our highest net revenues and operating profits occurring in the last three consecutive years. Shareholders view their shares as another segment of their retirement portfolios. Additional shareholder program information is online at <https://www.shn-engr.com/about-shn/ownership/>



- A small business with fewer than 130 team-focused staff
- Employee-owned by approximately 25% of staff, which allows us to control our firm's destiny and direction.
- A company with offices in rural areas because we choose to live and work in these places.
- A company with revenues from both public and private clients, giving us stability as the economy cycles up and down.
- A team of engineers, geologists, planners, surveyors, and environmental scientists who bring a diversity of skills and expertise to our projects.

Other benefits of working at SHN include:

- Flexible work arrangements
- Collaborative on-boarding program for new hires
- Pet friendly
- Professional development and licensure support
- In-house continuing education and coaching opportunities
- Group medical, dental and vision insurance, with generous [health insurance HRA plan](#).
- 401(k) plan with up to 4% SHN match
- SHN paid term life insurance with buy up options

To Apply:

Please send a cover letter that addresses your interest and experience along with your resume to SHN-Hire@shn-engr.com. All inquiries will remain confidential.



Locating the right-of-way
for a "rails to trails"
alignment in Blue Lake, CA.



[shn-engr.com](https://www.shn-engr.com)