

THANKS FOR CHECKING US OUT!

IF YOU:

- Dig science, math, geology, and water flow (i.e., hydrology, hydraulics)
- Love using your innovative, creative, analytical brain and “outside-the-box” thinking
- Want to add your professional Civil Engineering, Hydrology, or Geology certifications and experience to our team
- Think you’d like hanging out and learning with experts and professionals and wear shorts to work on a regular basis

We’d love to meet you...

HELLO, WE'RE JE FULLER.

We’re a well-respected, specialized, Arizona-based, civil engineering consulting firm, known for our smart, highly innovative and personalized engineering solutions to complex challenges in:

- Hydrology and hydraulics
- Planning studies
- Engineering design
- Flood warning
- Dam safety
- Applied fluvial geomorphology
- Environmental services
- Regulation and policy

Our 100% employee-owned, “intrapreneurial” company structure gives us flexibility and adaptability to enjoyably do our jobs and serve our clients well. To get a better picture, check out www.jefuller.com and www.jefullerdata.com.

REASONS YOU MIGHT WANT TO JOIN US

- 100% employee-owned, “intrapreneurial” company structure
- Relaxed, flexible, and casual work environment
- Really awesome (and very smart) people
- Family, client, and peer-honoring culture
- Options for occasional remote connectivity
- Field applications in the Southwest outdoors (like hiking?)
- Full-time positions with benefits - see JE Fuller Benefits & Culture below

REASONS WE'D LIKE TO WORK WITH YOU

- *BS Degree in Civil Engineering, Hydrology, Geology or related field*
- *Professional Registration or EIT in Civil Engineering or Geology*
- *Live in (or would like to live in) Arizona*
- *Experience in surface water hydrology, hydraulics, drainage analysis & design*
- *Challenge oriented | enjoy diving into unique, complex projects and seeing them as opportunities to help out a client who might not have a solution otherwise*
- *Entrepreneurial Project Management Skills | work (independently or corroborating as part of a team) in every project phase (proposals, designing unique water-resources solutions, project initiation, execution, closeout, and developing clientele in established markets or related niches)*
- *Software Skills | proficient in surface-water modeling software programs such as: HEC-HMS, HEC-RAS (1D & 2D), and/or FLO-2D; desired skills in AutoCAD Civil 3D and/or MicroStation, GIS (QGIS, ArcMap or ArcPro), and MS Office (Word, Excel, PowerPoint); proficiency in Python programming and/or Excel macros a bonus*
- *Strong Communication Skills | good communication track record with clients, agencies, and colleagues; strong technical writing skills*

LEGAL STUFF

- Equal opportunity employer
- US Citizenship required
- No third parties or agencies
- Random drug testing

WE'D LOVE TO HEAR FROM YOU

Send your pdf formatted resume to resumes@jefuller.com

JE FULLER COMPANY BENEFITS & CULTURE

JE Fuller is excited that you are considering becoming a valued member of our JE Fuller Family. We love the culture created by our founders, Jon and Kate Fuller, and continued by our employee-managed board, approaching working life with how people should be treated, and finding people of like mind, aspirations, and intent. Below are the reasons we came to JE Fuller – and the reasons why we stay.

JE Fuller Company Benefits

- Competitive Salary Structure
- Competitive Project Performance Incentive
- Competitive Management Performance Incentive
- Safe Harbor 401K Plan with Company Contributions at 3% of Employees' Total Compensation
- Optional Safe Harbor Contribution to 401K of up to 7% (as available and authorized by the Board)
- Roth 401K Plan Option for Personal Contributions
- Financial Advising from Professional Wealth Managers
- Full Health Benefits (Medical and Dental) for Employees and Family
- Health Savings Account (with a Company goal to fully fund the health benefits annual deductible)
- Optional Vision Benefit at Cost of Employee
- Paid Holiday, Vacation, and Sick Time

Project Flexibility

- Flexibility in work styles, schedules, assignments
- Family-friendly work schedules
- Work from home option
- Choose clients and develop innovative projects and service markets (in and outside Arizona) based on **individual interests** (not just profit)
- Direct, hands-on project management
- Fully control your project from proposal to close
- *"If it doesn't make sense on a project basis, then don't do it."*

JE Fuller Profitability

- Growth that supports firm and individual goals, not a goal in and of itself
- Value of **partaking in the rewards** through **profit sharing/bonus system**
- Minimized debt and overhead costs

JE Fuller Culture and Core Values

- Core Values - **Honesty, Integrity, Personal responsibility, Humility, Helpfulness, Trust, Expertise**
- **Small firm vision** built on trust and shared emotional ownership
- **Sense of individual ownership** in the firm and its success
- **Opportunity for firm ownership** as a shareholder
- Substantially **flat management structure**
- Major **decisions by consensus**
- **Steady leadership**
- **Staff (internal) relationships** - collaborative environment with willingness to help and mentor each other; open and free discussions anytime
- **Client (external) relationships** – direct, active, hands-on project management

Technical Expertise

- **Strong professional reputation, technical quality, and value**
- **"Go-to" firm** for the challenging projects
- **Innovation and solutions-oriented**
- **New technology leveraged** and tools developed for client benefit
- Extensive professional reference library