

October 2025

**Carnow, Conibear & Assoc., Ltd. (Carnow Conibear),
a leading environmental, health and safety consulting firm located in downtown Chicago, has
an excellent opportunity for a:**

Director of Environmental Engineering

Carnow, Conibear & Assoc. Ltd. (Carnow Conibear) is a leading environmental, health, and safety consulting firm located in downtown Chicago. We are seeking an accomplished and visionary leader to join our team as the Director of Environmental Engineering.

The Director of Environmental Engineering will oversee Carnow Conibear's Environmental Engineering Team. This high-impact leadership role provides the opportunity to shape the future of our team. You will play a key role in driving strategic growth, leading multidisciplinary projects, managing high-performance teams, and enhancing client relationships. This is a billable role.

Key Responsibilities:

Leadership & Strategy

- Define and execute the strategic vision for the Environmental Engineering Team.
- Set long-term goals and growth plans that align with the firm's objectives.
- Oversee budgeting, resource allocation, and management of profitability.

Business Development & Client Engagement

- Identify and pursue new business opportunities and markets.
- Build and expand relationships with clients, including federal and state agencies.
- Lead major project proposals and client presentations.

Project Oversight & Technical Excellence

- Supervise complex, high-visibility environmental engineering projects.
- Provide technical guidance and ensure compliance with regulations.
- Foster collaboration across departments to deliver integrated solutions.

Team Management & Mentorship

- Lead and mentor a team of professionals, encouraging a culture of innovation, integrity, and continuous improvement.
- Manage team performance, training, and career development.

Compliance & Process Optimization

- Monitor evolving regulations and environmental trends to keep the firm at the forefront of the industry.

- Optimize operational processes and tools to enhance quality, efficiency, and compliance.

Qualifications & Preferred Credentials

- Licensed Professional Engineer (PE), Professional Geologist (PG), or Certified Hazardous Materials Manager (CHMM).
- 15+ years of experience managing:
 - Environmental Site Assessments
 - LUST (Leaking Underground Storage Tank) sites
 - SRP (Site Remediation Program) and voluntary cleanup programs
 - RCRA closures
 - Strong background in environmental remediation design.
 - Experience with federal government projects is required.
 - Experience with IDOT and Illinois Tollway projects.
- OSHA 40-hour HAZWOPER certification (current).
- Bachelor's degree in Environmental Engineering, Geology, Environmental Science, or a related field (Master's degree preferred).
- Strong network and industry referrals.

Why Join Carnow Conibear?

You will be part of a collaborative, mission-driven team that values professional excellence, environmental stewardship, and innovation. We promote a supportive work culture with genuine opportunities for growth, leadership, and impact.

Carnow Conibear is an equal opportunity employer committed to building a diverse and inclusive workforce.

Benefits include:

- Competitive base salary starting at \$135,000+, commensurate with experience
- Relocation reimbursement considered for qualified candidates
- Full suite of benefits:
 - Medical, dental, and vision insurance
 - Life, AD&D, and disability coverage
 - 401(k) with employer match
 - Flexible spending & health savings accounts
 - Paid vacation, holidays, sick and personal time
 - Paid training, certification, and licensing
- Work Location: Hybrid remote in Chicago, IL 60607

Ready to take your career to the next level?

We'd love to hear from you. Apply today and let's explore how your expertise can help shape a sustainable future.

Candidates shall submit resume to:

Jamie Foelske (ccahiring@ccaltld.com)

Carnow, Conibear & Assoc., Ltd.

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