

February 2026

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. – Chicago, IL (Hybrid)

Carnow Conibear is a respected industrial hygiene and environmental engineering consulting firm located in downtown Chicago. We are seeking a dynamic and forward-thinking Director of Environmental Engineering to lead our Environmental Engineering Team and help drive the continued growth and innovation of our organization.

This high-impact role offers the opportunity to shape team strategy, guide complex projects, strengthen client partnerships, and mentor a talented group of professionals. The position includes both leadership responsibilities and billable project work.

Key Responsibilities

Leadership & Strategy

- Lead the Environmental Engineering Team and establish a clear strategic vision.
- Develop long-term plans aligned with organizational goals.
- Oversee budgeting, resource planning, staffing, and team performance.

Business Development & Client Engagement

- Identify new markets and opportunities for growth.
- Strengthen existing client relationships and cultivate new ones.
- Support and lead major proposals and client presentations.

Project Oversight & Technical Excellence

- Oversee complex environmental engineering and remediation projects.
- Provide technical direction and ensure adherence to regulatory requirements.
- Collaborate with internal teams to deliver integrated, high-quality solutions.

Team Management & Mentorship

- Coach and mentor engineering and technical staff.
- Support professional development, training, and career advancement.
- Promote a culture of integrity, innovation, and continuous improvement.

Compliance & Operational Efficiency

- Monitor regulatory changes and industry trends.
- Improve internal processes to enhance quality, compliance, and efficiency.

Qualifications

(Candidates are encouraged to apply even if they do not meet every preferred qualification.)

Required:

- Bachelor's degree in Environmental Engineering, Geology, Environmental Science, or related field.
- Minimum 15 years environmental consulting experience.
- Experience leading environmental engineering or remediation projects.
- Demonstrated success managing clients, teams, or complex project portfolios.

Preferred:

- Professional Engineer (PE), Professional Geologist (PG), or CHMM certification.
- Experience with environmental site assessments, remediation design, or regulatory programs (LUST, SRP, voluntary cleanup, RCRA).
- Experience with state or federal agencies.
- Familiarity with IDOT or Illinois Tollway projects.
- Master's degree or advanced technical training.

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:

- 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.

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@caltld.com)
Carnow, Conibear & Assoc., Ltd.
600 West Van Buren Street, Suite
500 Chicago, IL. 60607