

EXPERIENCE A DIFFERENT KIND OF ETHOS.

JOB POST SUMMARY

Position Title: Civil Engineer, EIT

Position Type: Full-time, in-office

Location: Tacoma, Wenatchee or Spokane WA

Pay: \$74,000.00 - \$100,000.00 per year (depending on location and years of relevant experience)

WHO WE'RE LOOKING FOR:

- 1-4 years of experience in civil site design
- Engineer-In-Training Certification is required
- Strong Bluebeam, AutoCAD and Civil 3D skills
- Western Washington stormwater design experience is a plus

RESPONSIBILITIES:

As part of our team, you'll design sites for diverse projects including education, parks, civic, multi-family, retail, healthcare and military installations. Responsibilities include:

- Site Design in Civil 3D
- Site assessment and feasibility
- Code research and permitting
- Technical report writing
- Stormwater modeling
- Construction Administration

WHY JOIN US:

Large companies have rigid career ladders. We don't. There are open roles just waiting for you to grow into them. At Ethos Civil you can accelerate your career and have a hand in building and owning a thriving business.

Balancing a career and personal interests is a juggling act. Our comp time, flexible work hours and PTO policy minimizes friction between work and personal priorities. Our managers and principals set the tone by taking time away to recharge and be there for their families.

Our culture is summed up by the Golden Rule; treat others the way you'd like to be treated; life is too short to work with jerks. You won't just be a number in a corporation of five mergers. You'll work alongside your project managers and principals and benefit from a tailored professional development program that supports your career aspirations.



ABOUT ETHOS

We don't offer jobs—we offer careers.

We're a dynamic, veteran-owned, growing civil site design company in the Pacific Northwest serving broad markets and clients in Washington, Oregon, Idaho and Montana.

We're building a different kind of company where we treat others the way we'd like to be treated, and place a premium on financial transparency and building trust, making ownership in the company broadly available to align ownership and team-focused culture. Further alignment between career development and efficiency is encouraged by our aggressive all-in-compensation strategy that offers 401(k) matching, profit sharing, stock options, and biannual bonuses.

We value integrity, self-motivation, eagerness to learn, an intrapreneurial mindset and a positive attitude. We don't offer jobs – we offer careers marked by professional development, growing responsibility and commensurate financial rewards.

We've structured an industry leading all-in-compensation package tailored to long-term growth and financial independence through profit sharing, top-tier 401(k) match, overtime, proactive conversations about annual raises and share options making ownership in the company available sooner and more profitable than is typical in our industry.

LOCATION AND WORK ARRANGEMENT:

This is an in-person position in Tacoma, Wenatchee or Spokane, WA. We value the efficiency, collaboration and professional development that occurs in-person, so we work in the office a minimum of four days a week and offer the opportunity to work remotely one day a week.

APPLICATION PROCESS:

Interested? Send an email to andrea@ethoscivil.com and include your resume. Qualified candidates can expect an initial screening call, followed by an in-person or remote meeting with all four principals. If the call with the principals was remote, expect a visit to the office to meet everyone in-person. Additional meetings may be required. Hint: familiarize yourself with our website, projects, markets, leaders and LinkedIn.

BENEFITS:

- 401(k)
- 401(k) matching
- Health, Vision, Dental and Life insurance
- Flexible schedules
- Professional development assistance

COMPENSATION PACKAGE:

- Potential signing bonus and relocation assistance
- Bonus opportunities
- Employee stock option plan
- Profit Sharing
- Overtime pay

Ethos Civil is an Equal Opportunity Employer



South Park Plaza
Seattle, WA



Gluds Pond Multi-Family Complex
Silverdale, WA



Memorial Field Replacement PDB
Federal Way, WA



Poulsbo Fire Station 76 PDB
Poulsbo, WA
Photo courtesy of Trico