



Harbor, a full-service environmental, engineering and safety consulting firm based out of Little Rock, Arkansas, has been serving clients locally and nationally since 2007. Specializing in turnkey compliance management systems, Harbor affords our clients the ability to focus on their business goals and maintain a commitment to the environment and the health and safety of their employees. Ultimately, everyone at Harbor is dedicated to the like-minded cause of affecting positive change in business practices that create greater profitability for our clients and increased sustainability for our shared environment.

Position Title:	Director of Engineering	Date:	January 2022
Location:	Little Rock, AR	Department:	Engineering
Employment Status:	Exempt	Employment Type:	Regular Full-Time
Purpose:			
Responsible for overseeing the activities and productivity of the business unit. Manages others and ensures all business goals and objectives are reached.			
Essential Functions include but are not limited to:			
<p><i>Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.</i></p> <ul style="list-style-type: none"> • Develops and maintains client relationships and exceeds client expectations • Moves projects efficiently from preliminary stage to final deliverable through management of staff and personal work • Provides leadership to the business unit and establishes high quality and performance standards • Meets key performance metrics as established by management, evaluates operational results, proactively takes corrective actions, and continuously drives opportunities for improvement • Takes full responsibility for the achievement of financial, quality, and productivity goals for the business unit • Sets priorities and oversees the collaboration between project managers and other business units on projects that involve more than one area of expertise • Looks to the future for change and continuous improvement opportunities and participates in strategic planning • Communicates and implements changes to policy, program, or operations that drives quality and efficiency • Fosters and maintains a positive team culture enabling employees to act as a high performing team and conducts regular team meetings • Lives Harbor's values and behaviors and expects team members to do the same • Requires and achieves accountability at every level of the team • Through training and guidance, develops team members' skills to expand their contribution and prepares them for advancement • Measures and monitors performance and addresses performance issues appropriately • Monitors, approves, and ensures timely completion of employee expense and time entry • Proactively provide and maintain timely communication to the management team • Maintains current and thorough knowledge of industry standards 			
Required Knowledge, Skills and Abilities:			
<ul style="list-style-type: none"> • Bachelor of Science degree from an accredited college or university in Engineering • Minimum 10 years of increasing responsibility in engineering duties; experience in consulting strongly preferred • Professional Engineer (PE), Masters level degree, or other related professional certifications/experience • Willingness to step in and assist with production to get projects out and in times of high volume • Demonstrated understanding of the business and business strategy and the ability to apply management process and tools to support strategic business objectives • Demonstrated ability to work effectively with all levels of an organization • Proficiency in Microsoft Office Suite programs, AutoCAD and/or Civil 3D experience preferred • Excellent organizational and communication skills • Must be able to manage multiple priorities, make sound decisions, and handle pressure • Must be a self-starter, service-oriented, and be professional in conduct, attitude and appearance • Valid driver's license and good driving record 			
Annual Salary Range:	To be determined	Manages Others:	Yes
Degree:	Bachelor's degree or Higher	Years Experience:	10
Benefits:	Health, Dental, 401k, LTD, Vacation, Holidays, FSA/HAS, Voluntary Insurance	Other:	Flexible Work Environment/hours; Uber benefit

Harbor provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, religion, color, sex, sexual orientation, marital or parental status, national origin, age, disability, family medical history, genetic information, political affiliation, military service or any other characteristic protected by law. Harbor complies with applicable state and local laws governing nondiscrimination in employment in every location in which the company has employees. This policy applies to all terms and conditions of employment, including hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training.