Civil Engineer I (E.I.T.)

The Civil Engineer I at **H2B** supports the planning, design, and delivery of civil engineering projects under the guidance of licensed engineers and senior staff. This position assists with the preparation of construction drawings, engineering analyses, and technical documentation for site development and land development projects. The role involves collaboration with multidisciplinary teams to deliver practical engineering solutions for industrial, commercial, medical, corporate, educational, and federal projects. The Graduate Civil Engineer will gain hands-on experience in engineering design, permitting processes, and project coordination while developing the technical and professional skills necessary for professional licensure.

Learn more about our vibrant and competitive team, and the services we provide at **H2B**. Be part of a company culture that values work-life balance, professional growth and development, and making a positive impact in our communities through innovative engineering solutions.

Reports to	Position Status	Location	Salary Range
Civil Project Manager	Salary, Full-time, Exempt	Houston, Texas	$75,000-$90,000

Designs That Serve

H2B Engineering | Design provides comprehensive project management, civil and structural engineering, and design services for a variety of project types that aid in the design and construction of the built environment. The markets we serve include federal, healthcare, municipal, education, recreation, community, hospitality, commercial, and transportation. We pride ourselves on delivering precise designs, innovative solutions, and client satisfaction. Our clients include governmental entities, architects, developers, and contractors.

H2B is a Service-Disabled Veteran-Owned Small Business (SDVOSB), Society of American Military Engineers (SAME) Member, and Veteran Heroes United in Business (VetHUB) - State of Texas. We are licensed and proudly serve 38 states plus Washington D.C.

Zweig 2025 Hot Firm List

H2B Engineering | Design is ranked among Zweig's 2025 Hot Firm List which recognizes the 100 fastest growing AEC firms in the United States and Canada.

VETS Medallion Program

H2B Engineering | Design is honored to be a HireVeterans Gold Medallion Award Winner, the only federal award in recognizing achievement in veteran employment.

Compensation and Benefits

- Competitive salary with performance bonus potential
- H2B covers 100% of the employee's healthcare, dental, and vision premiums, and offers partially paid coverage for spouses and families
- 401(k) with company match
- Flexible paid time off and paid company recognized holidays
- Flexible work environment with combination of office and remote work
- Generous parental leave
- Support for professional development, including membership in professional organizations, licensure fees, and renewals
- Educational Assistance Program
- One on one professional development and coaching
- H2B University continual learning program and **H2B's Way Project Management** Training Program
- Monthly teambuilding events and weekly social activities
- Family friendly events

OUR PURPOSE

H2B Engineering | Design provides comprehensive project management, engineering, and design services for a variety of project types that aid in the design and construction of the built environment. We take pride in the work we do nationwide specifically for our Veterans and our community through the markets we serve.

H2B's core focus and passion is to provide employees the most balanced, fulfilling, and fun workplace possible so that our clients always get the best we have to offer from a satisfied team. H2B is a lifestyle company who puts family first so that our **DESIGNS SERVE** our clients and communities.

Key Responsibilities

- Assist with the preparation of civil engineering designs including site layout, grading, drainage, and utility plans.
- Develop and produce construction drawings using AutoCAD Civil 3D and assist with the preparation of projects specifications as needed.
- Perform engineering calculations and analyses related to site development, drainage, and infrastructure systems.
- Support the preparation of engineering reports, feasibility studies, and schematic design packages.
- Participate in field investigations, site visits, and data collection to support engineering design and project development.
- Assist with permitting efforts and coordination with regulatory clients and consultants.
- Assist to the design of water, sanitary sewer, storm sewer, paving, grading, and drainage systems.
- Work closely with engineers, designers, and project managers to ensure project quality, accuracy, and compliance with applicable standards and regulations.
- Maintain organized project files and documentation according to company standards.
- Support project teams in meeting project schedules and deliverables.
- Collaborate effectively with team members across multiple concurrent projects.

Technical Skills and Knowledge

- Understanding of civil engineering design principles related to site development and land development projects.
- Preparation of construction drawings and design documentation.
- Familiarity with stormwater management, drainage design, grading design, and utility layout.
- Understanding of municipal permitting processes and jurisdictional requirements.
- Ability to perform basic engineering calculations and technical analysis related to civil site design.
- Working proficiency in AutoCAD Civil 3D for drafting and design.
- Working knowledge of Microsoft Office Suite for documentation and reporting and general project support.
- Ability to interpret engineering standards, specifications, and applicable regulatory requirements.

Required Qualifications

- Bachelor of Science in Civil Engineering from an accredited university.
- Engineer-in-Training (EIT) certification in the State of Texas or ability to obtain shortly after hire.
- Strong written and verbal communication skills.
- Ability to work effectively in a collaborative team-based engineering environment.
- Strong analytical, problem-solving, and organizational skills.
- Ability to manage multiple assignments and meet project deadlines.
- Working proficiency with AutoCAD Civil 3D and Microsoft Office applications.

- Employment with **H2B** is contingent upon signing a restrictive covenant agreement, which includes provisions related to confidentiality, non-solicitation, and protection of company interests.
- Employment is subject to successful completion of a background check.

Additional Preferred Qualifications and Experience

- Preferred 1–2 years of relevant experience in civil engineering design, site development, or land development. Relevant internship experience is considered.
- Experience with permitting requirements and design standards in the Greater Houston or Central Texas regions.
- Exposure to design-build or design-bid-build project delivery methods.
- Experience supporting projects in industrial, commercial, medical, corporate, or educational sectors.
- Progress toward Professional Engineer (P.E.) licensure in the State of Texas.
- Experience collaborating with multidisciplinary project teams including engineers, designers, and drafters.

Core Competencies | Modeling H2B's Core Values

In this position, the ideal candidate demonstrates behaviors that align with **H2B's Core Values** in their day to day work, communication, and professional development.

- **Details Matter:** Demonstrates accuracy, attentiveness, and consistency in design work, documentation, and coordination.
- **Success Starts Within:** Embodies a growth mindset by adapting, seeking feedback, experimenting, considering different perspectives, and leveraging tools for efficiency, productivity, and personal success.
- **Lifelong Learning:** Pursues continued growth in technical knowledge, project understanding, and professional development.
- **Enjoy the Journey:** Positively contributes to team culture, approaches work with positivity, and supports a balanced and engaging workplace.
- **Whatever It Takes:** Demonstrates ownership, follow through, and a willingness to support the team in project and client needs.

Working Conditions

- Based in Houston with a flexible work environment and schedule.
- Occasional travel for site visits, client meetings, field investigations, or project coordination.
- Must meet access and safety requirements for Federal medical/defense facilities; valid driver's license and ability to use personal protective equipment (PPE).
- Candidates must have work authorization that does not require visa sponsorship by the company, either currently or in the future.

How to Apply

Send a resume, cover letter, and references to **Director of Operations, Lane Lackey at lane.lackey@h2bengineers.com**. Please include in subject line: Civil Engineer I - Your Name