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Position: Field Technician – Land Surveying

Location: Carmel, IN / Northside Indianapolis

At Weihe Engineers, our Land Surveying team is the front line of every project—transforming raw landscapes into precision data that drives development across Indiana and beyond. As a Field Technician, you won't just be running equipment; you'll be an essential link in a fast-paced, tech-forward department backed by over six decades of industry leadership. We pair cutting-edge surveying technology with a supportive, team-first culture where field crews are respected, mentored, and given clear paths for career growth. If you thrive in the outdoors and take pride in delivering accuracy from the ground up, this is where your career takes off.

A glance at what you'll actually do here

In your role, you'll be learning from and supporting dedicated teams of experienced professionals. As a Field Technician, your learning will be accelerated from mentoring by experienced Crew Chiefs and licensed land surveyors averaging 20 years of experience. And our fast growth and projected backlog into 2027 is creating three new Field Technician opportunities. You will be trained and gain hands-on experience in one or more of four core types of services: Transportation Staking, Boundary & Topographic Surveying, Private Construction Staking, & Utility Locating.

More on this role and what you can expect

Before you apply, here's more clarity on what you can expect:

- Land Surveyors have a few things in common: they love the outdoors, enjoy discovery, find math easier than most, are fascinated with technology, and have an interest in history. If that's you, you'll fit right in.
- Weihe Engineers provides land surveying services mainly in the Greater Indianapolis and Central Indiana region, which nearly eliminates overnight travel for our crews.
- A typical week involves working outdoors on field sites, operating equipment, assisting with boundary and topographic surveys, and participating in construction staking.
- Count on us for providing a supportive work environment with a focus on teamwork.

- Success in this role leads to strong career progression:
 - Field Roles:
 - Ready for advancement to Crew Chief in about two to five years, which includes being assigned a company truck.
 - Whether you have little to no Land Surveying experience, or consider yourself a seasoned veteran, we're committed to providing top tier training and education to continue building your career.
 - Office Roles:
 - Options to complete college coursework to advance your career path from the field - Project Surveyor - Project Manager - Department Management roles.

Your Responsibilities

- Assists in performing boundary and topographic surveys
- Assists in staking proposed improvements (private and transportation)
- Performs as-built surveys
- Collaborates with Crew Chiefs and team members to ensure technical standards and project schedules are met
- Maintains and operates field tools and surveying equipment safely and effectively
- Mentors under senior staff to build technical proficiency over time

What you bring (must-haves)

- High school diploma (minimum)
- Ability to lift and carry 50 lbs., walk long distances over varied terrain, and work in all seasonal climates
- Great attitude and solid work ethic
- Highly dependable
- Excellent communication skills
- Willingness to work overtime (paid), including some weekend work (when needed)
- Valid driver's license and proven driving record

Extras that certainly help (just not mandatory)

- Any secondary education or coursework related to land surveying or civil technology
- Exposure to or background in outdoors work, construction, or land development

Total compensation and benefits:

- Compensation includes salary, plus 1.5x for hours over 40 in a week on bi-weekly basis, plus performance based bonus check (not a retirement contribution). Your final offer will reflect your experience, credentials, and the value you bring.
- Health & wellness – health insurance (company-paid option, dental (company paid option), vision and a lot more. Plus, an on-site fitness center with private locker rooms and a private wellness room. Paid maternity and paid new-parent leave too.
- Financial – 401k (with 6% company match), performance bonus check, and an extremely competitive base pay including being paid bi-weekly for hours over 40 in a week... finances you can actually control.
- Time & flexibility – paid time off, flexible work schedules that protect real work-life balance, paid holidays with two floating holidays.
- Community & purpose – encouragement and support to serve others in the community. What's your favorite org or cause?
- Career – ask us about Weihe University, our career development plans, and regular check-ins to support your professional development progress.

About Weihe Engineers

Established in 1960 with nearly 100 employees and headquartered in Carmel, IN / Northside Indianapolis. Weihe Engineers, has been recognized as a Top Workplaces and is on the IBJ list of largest engineering firms—recognition that says a lot about our culture, leadership and steady growth.

We value and believe in: caring for each other, our clients, and the work we do; helping you seek opportunities to learn and grow; serving with integrity to create trust by doing what's right and putting others first; having a positive and proactive attitude leading to better behavior and better outcomes. We live these four core values every day and know you'll be proud to serve here.

Ready to get introduced?

If you're looking for a great place to work with great people, room to grow your career, and with the work / life balance you want, send us your resume at connect@weihe.net and let's get introduced. Applying is quick... resume first, conversation second, interview third. We look forward to taking the time to get to know you better and more importantly, for you to get to know us better. These are big decisions and we want to do it right.