



10505 N. College Ave.
Indianapolis, IN 46280
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Position: Vice President, Site Civil Engineering

Location: Carmel, IN / Northside Indianapolis, IN

In the exciting niche of site civil engineering, leadership and ownership opportunities like this are rather unique. Opportunity is knocking for you at Weihe Engineers... right now!

As a member of our company's Executive Management Team, you will be extremely instrumental in steering the vision, strategy, and continued growth of Weihe Engineers as we strive to be a recognized leader and best workplace in the Midwest.

Established in 1960 and with nearly 100 employees, Weihe Engineers enables its clients with site development projects across the Midwest to build with confidence. Our passionate and experienced professionals deliver best-in-class land surveying, civil engineering, sustainable design, and landscape architecture services.

As an executive leader, you will be responsible for overall success, culture, productivity, growth, and profitability of both our Commercial and Residential Development Departments and nearly 40 professionals. Your direct reports will include Directors, Project Managers, and administrative support staff. You will be groomed for this role by working closely with the current Vice Presidents and we expect the transition period to be six to 12 months.

Our Requirements

- Registered Professional Engineer with 5+ years of progressive experience in project management and client relationships. Experience with Group or Department management is a plus.
- 10+ years of relevant experience in site / land development projects
- Proven track record of business development contributing to growth of the department and company
- Position requires daily, in-office presence (Carmel, IN)

Your Skills

- Proven track record of leadership and creating a culture in which employees are highly engaged and thrive
- Experience managing and delegating responsibilities to team members (office and field preferred)

Your Skills (cont'd.)

- Successful in creating and implementing strategies leading to growth and efficiency
- History of professionally developing staff / direct-reports
- Highly proficient in forecasting, trend analysis, and achieving profitability
- Experience creating proposals including scopes, budgets, and timelines
- Excellent business development skills to add new clients
- Develops and maintains client relationships
- Strong interpersonal, written and oral communications skills
- Strong planning and time management skills
- Willing to work beyond 40 hours to meet the needs of the department and company
- Effective negotiating skills
- Ability to work well in a team setting
- Assists in hiring and developing staff
- Active in professional organizations (local, state)

Your Compensation and Benefits

- Signing bonus / relocation package
- Competitive salary
- Annual bonus program
- Eligible for ownership stake
- 401k with company match
- Company paid health insurance available
- Company paid dental insurance
- Vision insurance
- Company paid new parent leave
- Company paid short-term and long-term disability insurance
- Company paid life insurance
- Company paid holidays (including floating holidays)
- Company paid time off (PTO)
- Company paid professional development
- Career advancement
- Casual and fun work environment