

About Watearth

Watearth is a growing civil engineering and environmental consulting firm specializing in water resources, stormwater, environmental, hydrology & hydraulics, and green infrastructure solutions for public and private sector clients. Our mission is simple: to help people, communities, and the environment through organized, responsive, and high-quality service.

We are seeking a talented and motivated design professional to join our growing civil engineering team. This role is open to both experienced Civil Designers and Civil Engineers who enjoy remaining technically engaged in design production. The ideal candidate brings strong experience in site/land development and stormwater/drainage design, along with the ability to produce coordinated, high-quality construction documents from concept through final delivery.

Lead the Design and Delivery of High-Impact Civil Engineering Projects

This is not a passive production role. We are looking for a professional who takes ownership of their work, drives quality and efficiency, improves design processes, and brings innovative thinking to project delivery within the AEC industry.

The ideal candidate combines strong technical design expertise with problem-solving ability, operational discipline, and a collaborative mindset. This person will play a key role in the day-to-day development of engineering plans, permitting support, and project coordination while contributing to the firm's commitment to quality, client service, and technical excellence.

Perks & Benefits

- Remote-first work environment
- Flexible and growth-oriented culture
- Medical, dental, and vision benefits
- 401(k) program
- Generous PTO and paid holidays

Let's discuss compensation. This role will be paid an annual salary of \$90,000 to \$115,000 based on experience.

Core Responsibilities

- Develop civil design drawings for site/land development and stormwater/drainage projects, including grading plans, utility layouts, detention/retention systems, stream restoration and erosion control plans
- Prepare construction documents, plan sets, and technical exhibits that meet local, state, and federal standards
- Coordinate designs across disciplines, working with surveyors, environmental, structural, and MEP teams

- Perform quantity takeoffs and support preparation of project cost estimates; potential cost estimating experience is helpful
- Problem solve and think outside the box with innovative designs.
- Perform quantity takeoffs and support preparation of project cost estimates
- Research and apply applicable design codes, standards, and jurisdictional requirements
- Assist with permit application packages and respond to agency review comments
- Participate in project meetings, site visits, and client interactions as needed
- Support QA/QC review efforts and maintain organized and accurate project files and documentation
- Mentor and support junior staff on technical production and coordination tasks
- Communicate confidently with clients, agencies, and project stakeholders regarding design intent and technical coordination
- Help improve internal drafting, design, and delivery workflows over time

Minimum Experience Requirements

Path A — Civil Designer

- 10-12 years of civil design experience with a focus on site development and/or stormwater systems
- Demonstrated ability to produce complete, coordinated design drawing sets
- Associate's or Bachelor's degree in Engineering Technology, CAD/Design, or related field preferred
- Strong understanding of design principles, grading concepts, and drainage fundamentals
- Proficiency with civil design software (AutoCAD Civil 3D or equivalent)
- Experience working efficiently within project scope, schedules, and budgets

Path B — Civil Engineer with Design Focus

- B.S. in Civil Engineering
- PE license is a plus but not required
- 10-12 years of experience with an emphasis on technical production and design
- Hands-on experience producing site development and/or stormwater design deliverables

- Interest in remaining technically engaged in day-to-day design work
- Experience working efficiently within project scope, schedules, and budgets

All Candidates

- Intermediate to advanced design knowledge with an understanding of engineering principles behind the work
- Strong attention to detail, spatial reasoning, and technical problem-solving skills
- Confidence in design decisions and the ability to clearly communicate technical concepts and coordination needs to clients and team members
- Ability to work independently and collaboratively in a team environment
- Effective written and verbal communication skills
- Organized, self-motivated, and able to manage multiple project tasks simultaneously
- Experience working within a multidisciplinary consulting environment preferred

Preferred Qualifications

- Experience with municipal stormwater permit processes and agency submittals
- Familiarity with local and regional jurisdictional design standards
- Background in low-impact development (LID) or green infrastructure design
- Experience working in a multi-disciplinary consulting firm environment

Growth Opportunity

This position offers long-term growth opportunities for professionals interested in expanding their technical expertise and responsibilities over time while remaining closely involved in design and project delivery work.

Future opportunities may include:

- Senior Technical Designer
- Technical Specialist
- Discipline Technical Support
- QA/QC Coordination
- Technical Operations Support

How to Apply



Senior Civil Design Lead

We're excited that you're considering joining the team and look forward to learning more about your experience.

Submit your Cover letter and Resume to Watearth@Watearth.com

- To confirm attention to detail, please include the phrase "Blueprint" in your cover letter.

Selected candidates may be asked to complete an additional video/audio introduction after the second interview stage.