

Practice Leader – Water/Wastewater

[TEC, Inc.](#) is seeking a highly skilled and experienced Practice Leader in Water/Wastewater Engineering to contribute to our success in the New England municipal sector. As a leader in our firm, you will play a pivotal role in developing TEC's market profile and position in the water/wastewater engineering sector while also overseeing and directing project teams throughout the complete life cycle of projects, beginning in the pursuit phase. Additionally, you will foster knowledge transfer, staff development, and manage the recruitment and retention of team members for our growing and dynamic firm.

Responsibilities

- **Project Pursuit and Delivery:**
 - Identify, pursue, and win water/wastewater engineering pursuits.
 - Lead technical approach development and delivery for projects, managing a team of engineering practitioners from pursuit to project completion.
 - Establish project objectives and procedures, overseeing proposals, planning studies, designs, and construction services.
- **Market Positioning:**
 - Develop, maintain, and enhance our market position as a leading service provider in water/wastewater engineering.
 - Cultivate relationships with clients and industry professionals.
- **Networking and Talent Acquisition:**
 - Grow internal and external networks, identifying and attracting top talent to join our team.
 - Actively participate in the recruitment of high-caliber engineers.
- **Leadership and Mentorship:**
 - Provide mentoring and training for junior engineering staff.
 - Foster knowledge transfer, staff development, and recruiting and retention of team members.
 - Demonstrate strong leadership skills with an entrepreneurial nature, leading teams to achieve group results.
- **Business Acumen:**
 - Possess a clear understanding of current and future market and business conditions in water/wastewater engineering within New England.
 - Maintain a deep understanding of project management fundamentals: project funding, scope, cost, and schedule.

Capabilities & Credentials

- Excellent communication skills in verbal, business writing, electronic communications, and presentations.
- Strong time management skills with the ability to understand project and team roles, scheduling, budgeting, and efficient resource utilization.
- Entrepreneurial nature and ability to lead others to achieve group results.
- Strong knowledge in water/wastewater engineering, systems, means and methods, materials, and industry standards.
- Familiarity with state and federal regulations, adapting to client-specific requirements.
- Ability to interpret sketches, engineering drawings, and other similar materials.
- Ability to concurrently lead several project teams or tasks with a sound understanding of overall goals, objectives, and costs to our clients.
- Basic experience with Microsoft Office products, and experience with AutoCAD Civil3D, on projects.

Education & Experience

- Bachelor's Degree in Civil Engineering from an accredited university required
- Professional Engineer license required
- Minimum of 15 years of experience in water/wastewater engineering
- Experience working on municipal, state, and federal contracts

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