

February 2020

### **ATTN: Recent Graduates and Current Students**

**EA Engineering, Science, and Technology, Inc., PBC (EA)** is an environmental consulting firm with more than 500 employees nationwide, working for industry and government clients in solving some of their toughest environmental challenges. Founded in 1973 by a Johns Hopkins scientist, we were one of the first professional environmental consulting firms, and have developed a reputation for innovative solutions, scientific excellence, and management acumen.

Our firm, thankfully, remains healthy and growing in these current economic times, and we continue to have a need for this President's Selection hiring program. We started this program in 2008, hiring 7 full-time employees; and, due to the program's success and our need for young talent, we continue to foster the program with new hires where and when needed.

### **PRESIDENT'S SELECTIONS**

I am looking for high-caliber, new graduates (Bachelor's or Master's level [hopefully more])—for each of our five Business Units—as full-time hires. Specifically, I am seeking to attract applicants that show strength in these areas:

- Academic record
- Analytical acumen
- Communication abilities
- Service orientation
- Thirst for openness and scientific inquiry
- Unquenchable attraction to being challenged—that is, gravitating toward and being a key component to solving complex problems.

The ideal candidate will have a high regard for technical excellence (indeed a passion, or need, to practice technically), show superior “people skills,” be highly self-motivated with some nascent entrepreneurial potential and have a tad of “do-good” in them, but not to the degree of zealotry.

The full-time appointments will offer a special starting bonus of \$2,000 and will have a strong connection to me through the interviewing and hiring process. My goal is to select individuals who will naturally excel in EA's culture and environment, and to mentor them through their long-term careers at EA. Some of the candidates are selected each year to spend 3-9 months working as apprentices in EA's Corporate Marketing Department prior to being transferred for consulting project work. These individuals learn the technical proposal process and, while doing so, attain a broad knowledge of company capabilities, strategy, and corporate decision-making, all of which can be very valuable in a consulting career.

If you are a natural scientist, social scientist, or engineer with environmental interests and believe you may fit what I have described above, please read on about each of EA's Business Units, hiring locations, and application instructions. I look forward to meeting you!

Sincerely,

EA ENGINEERING, SCIENCE,  
AND TECHNOLOGY, INC., PBC

*Ian D. MacFarlane*  
President and Chief Executive Officer

## PRESIDENT'S SELECTION PROGRAM

### ELIGIBILITY

Graduates (undergraduate level and graduate level) who are authorized to work in the United States and have majored/concentrated in the natural sciences (e.g., geology, biology, and chemistry), social sciences (e.g., environmental studies, geography, economics, and environmental management), and environmental engineering or related engineering discipline, such as civil, bioresources, chemical, mechanical, or construction management. Note that opportunities for natural scientists and engineers are more plentiful. In a few cases for new bachelor's degree graduates, we have created temporary positions for periods up to 6 months (in essence an extended internship); this is a great way for those unsure of their future career direction to experience the environmental consulting field in depth without long-term commitment, albeit at an intern remuneration level (without benefits).

### EA'S BUSINESS UNITS AND POTENTIAL HIRING LOCATIONS

We hope to hire a "President's Selection" full-time appointment for each Business Unit listed below. We have larger operations (and offices) in the Atlantic region; therefore, these Business Units are further subdivided into service sectors. Please study our web pages to obtain an understanding of the different types of work we do; you should be able to discern what type of work the Atlantic Business Units perform by their name. Our Central and Pacific regions have fewer employees, and they may not perform all of EA's services, which may affect the level of hiring needed in a particular region or office. For instance, remediation work is conducted out of most offices; however, design engineering is most prevalent in our Hunt Valley (Maryland), Lincoln (Nebraska), Dallas (Texas), and Syracuse (New York) offices. Virtually any environmentally-related disciplinary background could be used for each type of work we perform. However, some work types may be more intensive of a certain discipline than others. For instance, geologists are most needed in the remediation area, whereas biologists are quite prevalent in our water and natural resources work. These disciplinary needs obviously affect our selection process.

1. **Facilities Compliance and Engineering**—Offices in Hunt Valley and Ocean Pines, Maryland.
2. **Site Characterization and Remediation**—Offices in Hunt Valley and Abingdon, Maryland; Syracuse, New York; and Warwick, Rhode Island.
3. **Water, Natural Resources, and Ecotoxicology**—Offices in Hunt Valley and Abingdon, Maryland; Brighton, Michigan; and Deerfield, Illinois.
4. **Central**—Offices in Dallas and Houston, Texas; Albuquerque, New Mexico; Denver, Colorado; and Lincoln, Nebraska.
5. **Pacific**—Offices in Seattle, Washington; Sacramento, California; Honolulu, Hawaii; Anchorage and Fairbanks, Alaska; and Barrigada, Guam.

## APPLYING

Applicants may apply to one or more Business Units noting desired location if there is a choice; however, if applying to more than one, applicants should note their order of preference. Also include if you have an interest in the short-term Corporate Marketing apprenticeship before being transferred to your desired Business Unit(s). Prospective applicants should attach the documents listed below in Application Content to your online application. To apply, click here: [President's Selection Program](#)

### Application Content

- ✓ Cover letter describing your interest in an opportunity with a specific EA Business Unit(s), location preference, and order of Business Unit preference, if applicable, as well as Corporate Marketing apprenticeship interest for full-time candidates, if applicable; also, please respond to this prompt:

*The environmental consulting field can be tremendously rewarding, but it is fraught with challenges. We are in the business to serve clients who are facing serious environmental challenges, often under intense regulatory scrutiny. We provide specialized expertise to solve complex problems and, in the process, we must interface with numerous stakeholders, including our clients (who are often the source of an environmental problem), environmental regulators, and interested members of the public and their advocates. We must be pragmatic and balance the interests of all parties, while at the same time providing honest and straightforward advice to our clients. Our work often involves field efforts to evaluate and sample sites or oversee implementation of environmental solutions, balanced with office time for design and collaboration. In a nutshell, EA represents a unique career opportunity that combines scientific and engineering work with complex business, and sometimes political, challenges. Why do you believe you are suited for a career at EA?*

- ✓ Resume.
- ✓ Letter of recommendation from a professor or advisor (can be mailed directly to [recruiter@eaest.com](mailto:recruiter@eaest.com) should you elect). Please affirm in your cover letter that this has either been submitted or requested.
- ✓ Unofficial academic transcript(s).

**Application Deadline:** 1 April 2020. Rolling thereafter until positions are filled.

**For Questions or Application Assistance:** Contact Michele Bailey at [recruiter@eaest.com](mailto:recruiter@eaest.com), phone: 410-527-2481.

## SELECTION PROCESS

The selection process on our end may take some time. We like to match potential applicants to our specific needs, and those needs are often not well understood until later in the spring. Applications will be evaluated as they are received, and subsequently, initial phone interviews may be arranged.

Please contact Michele Bailey at [recruiter@eaest.com](mailto:recruiter@eaest.com) to check on any openings, your application status, or to ask any other questions regarding the application process.

## EMPLOYMENT DETAILS

Entry-level positions are full-time and salaried. EA offers competitive benefits and pay; salary for entry-level hires is partly dependent on location, degree type, and prior experience. Other terms include the following:

- Employment is subject to EA's employment policies and procedures.
- General business hours are from 8 a.m. to 5 p.m., Monday through Friday; some overtime may be required.
- Some positions may involve field work and travel.
- A \$2,000 (pre-tax) starting bonus for full-time hires is payable within the first week of employment.
- You must be authorized to work in the United States.
- Living arrangements are the employee's responsibility, although EA can help guide new hires in some cases.
- Although a few of our offices are near public transportation (e.g., Seattle and Hunt Valley), automobile access is a reality for most of our employees.