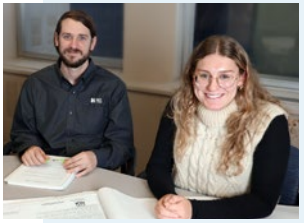
Come Grow With Us!

Engineering • Landscape Architecture
Planning • Sciences • Surveying

WADE TRIM

WHO WE ARE . . .



We Are Trusted Professionals Delivering America's Infrastructure Solutions

As multi-disciplinary engineering and planning consultants, Wade Trim works with a wide range of public agency and private sector clients. The challenges, goals, and resources of our clients are highly diverse, and each problem is unique. We are experts at developing practical and innovative solutions that best fit the needs of each client and will stand the test of time.

Why Grow With Us?

Wade Trim career opportunities encompass a full range of professional services that improve the environment and our infrastructure. Giving our people the resources and opportunities they need to create rewarding careers and realize their full potential is a top priority.

As a practice-led firm, Wade Trim is structured around the work we do. This allows staff in a focused area of expertise, or practice, to work together to innovate, regardless of geographic location or market. Our Practice Leads seek innovative systems, methods, and technologies that provide the best solutions for our clients. We dedicate resources for our employees to cultivate innovation rather than waiting for it to happen.

Our supportive culture recognizes and strives to fulfill collective client, company, and individual needs. Frequent interaction among staff is encouraged, company leadership is easily accessible, and opportunities are provided for staff to help shape the firm's future through strategic planning. Work/life balance is supported through a flexible, hybrid work schedule that brings team members together in the office at least two days a week and connects them virtually when working from home.

"Our Young Professionals Group has helped me network and create friendships with coworkers throughout the company who I may not have gotten the opportunity to meet otherwise."

Martin Hoemke
Community Design Engineer

EMPLOYEE RESOURCES

Career Development

Professional development of Wade Trim employees is critical to our shared success. We help employees plan and navigate the different stages of their careers by providing opportunities to advance their skills, knowledge, and versatility through the following programs.

The **Wade Trim Leadership Academy** focuses on cultivating our future leaders. An educational curriculum is used to encourage employees to play principal roles in confronting the challenges our firm will face.

Our **Rotation Program** enables employees to temporarily try out a different role within Wade Trim. This program expands employee knowledge, skills, and comprehension of our services while promoting teamwork that ultimately better serves our clients.

Our **Mentoring Program** supports employees by providing learning opportunities to develop personal and career growth through professional relationships.

Employee Resource Groups/Programs

Three Employee Resource Groups connect employees, support professional development, and foster inclusion of employees with shared characteristics, special interests, or life experiences. Activities include regular meetings, discussing educational topics, and stewardship and social events. Our groups include **Diversity, Equity and Inclusion; Women at Wade Trim;** and **Young Professionals**.

We also have a **Wellness Program** that supports a work environment focused on healthy living and work well-being for employees. A wellness portal provides resources, links to health challenges, and access to dedicated health coaches.

Sustainability

We work with clients to incorporate sustainable solutions into infrastructure we use daily to improve quality of life. We also focus on improving Wade Trim's balance of resource consumption with impacts on the environment.

Stewardship

Giving back is important to Wade Trim. Employees are encouraged to participate in activities that benefit the environment, communities we work in, and the consulting engineering and planning profession.

The Miami-Dade County Water and Sewer Department added a new, high-purity oxygen production facility at its Central District Wastewater Treatment Plant that will reduce energy consumption and increase reliability.

Peoples Natural Gas invests in pipeline replacement projects in Pennsylvania as part of its integrity management program to increase reliability and safety.

As part of our continuing engineering services for the City of Taylor, we design projects to rehabilitate or replace aging water main using trenchless installation methods that minimize construction impacts and cost.

The City of Ann Arbor advanced their people-friendly streets initiative with two-way protected bikeways on William, First, and Division Streets to encourage people to bike and spend more time downtown.

A major roadway reconfiguration through the heart of Michigan State University's campus accommodates increased and redirected traffic flow generated by the University's world-leading Facility for Rare Isotope Beams.

Construction engineering and inspection services were provided to the Michigan Department of Transportation for traffic signal modernization and sidewalk/ramp upgrades at nine intersections on US-12 and US-24.

OUR EXPERTISE

Water Resources

Protects public health and the environment by helping regional utilities develop practical and sustainable solutions to complex challenges.

Industrial Commercial Energy

Provides site development and management services to retail, land development, industrial and energy clients.

Community Design

Provides a range of continuing engineering and planning services to help communities plan, manage, maintain and operate their infrastructure systems.

Construction Engineering

Provides the final phase of service in all expertise areas for projects we have planned and designed.

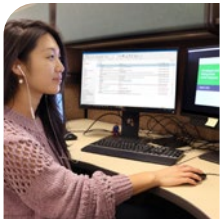
Transportation

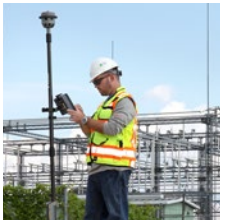
Helps government and communities keep road and highway traffic flowing by integrating local issues into overall solutions to deliver context-sensitive designs.

"There are always opportunities to find new challenges, whether it's managing projects and people or developing a new technology or service. Wade Trim lets me run as far as I can go."

David White, PE
Wet Weather Practice Lead

EMPLOYEE BENEFITS





Wade Trim rewards accomplishment, values the opinions of its employees, and embraces opportunities for meaningful change. As an employee-owned firm, our staff is involved in setting goals and charting the course of our company's success. Career advancement programs, technical training and formal accredited academic learning programs are provided. High employee retention rates are the results of our supportive culture, outstanding benefits and excellent compensation.

- ✓ Medical/Dental/Vision Plan
- ✓ Flexible Spending Accounts
- ✓ Short-Term and Long-Term Disability Coverage
- ✓ Life Insurance and Accidental Death & Dismemberment (AD&D) Insurance
- ✓ Voluntary Life Insurance
- ✓ Voluntary Accident and AD&D Insurance
- ✓ Voluntary Critical Illness Insurance
- ✓ Hybrid Work Schedule
- ✓ Paid Holidays
- ✓ Vacation/Personal/Sick Days
- ✓ Paid Parental Leave (New in 2024)
- ✓ 401(k) Plan with a Company Match
- ✓ Tuition Reimbursement
- ✓ Bonuses
- ✓ Employee Stock Purchase Plan
- ✓ Employee Assistance Programs (EAPs)

"The importance of life outside of work is built into our culture. With my growing family, having the flexibility and empowerment to do the things I need to do while still handling my work is critical, and very much appreciated."

Katie Dennis, PLA
Project Manager

These benefits may be changed at the discretion of the Wade Trim Group, Inc. Board of Directors at any time.

Wade Trim is an Equal Opportunity/Affirmative Action Employer.

Wade Trim uses E-Verify® in its hiring practices to maintain a lawful workforce. E-Verify® is a registered trademark of U.S. Department of Homeland Security.

BE OUR INTERN

Wade Trim is committed to embracing the next generation through training and education. Internships give students an opportunity to gain much-needed experience within their chosen field prior to graduation. We provide these opportunities to students who are pursuing a bachelor's degree in Civil and/or Environmental Engineering, Surveying, Planning, or Landscape Architecture. Internships vary from year to year and may be offered in the following market segments:

- ✓ Community Design
- ✓ Water Resources
- ✓ Industrial Commercial Energy (ICE)
- ✓ Transportation
- ✓ Construction
- ✓ Corporate

Perks

- ✓ Gain invaluable, hands-on experience
- ✓ Competitive wages
- ✓ Consideration for full-time employment

> "Even as an intern my supervisor and team encouraged me to problem solve and express ideas when faced with challenges on the job site. Since my first day, I have been supported in taking on responsibility, which has given me opportunities to learn and grow."

Brian O'Hara , PE
Construction Engineer
(Former Intern)

+650
EMPLOYEES

21
OFFICES

9
STATES

Find your next opportunity at
www.wadetrim.com/careers

Apply today!

Questions?
Contact us at careers@wadetrim.com

Connect with us!

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