

Director of Engineering

Position Summary

The Director of Engineering provides strategic technical leadership and oversight for all engineering and design functions within the company's tunneling, earth retention, and shoring operations. This role ensures all engineering efforts are executed to the highest standards of safety, innovation, quality, and cost-efficiency across diverse and complex geotechnical construction projects. The Director reports to the Chief Operating Officer / President and is responsible for leading a multi-disciplinary engineering department, supporting project pursuits and execution, managing risk, advancing technical excellence, and collaborating closely with project management, estimating, and field operations teams. This position is a strategic leadership role, pivotal for the success and reputation of the company in delivering industry-leading tunneling, shoring, and complex excavation works.

CORE RESPONSIBILITIES

Technical Leadership & Oversight

- Lead and direct engineering efforts for all tunneling, excavation support, earth retention, shoring, and related geotechnical construction projects.
- Set engineering standards, QA/QC protocols, and ensure compliance with applicable codes, laws, and client specifications.
- Oversee in-house and consultant teams preparing design calculations, construction drawings, and temporary works submittals.

Project Support

- Provide engineering support for estimating/project pursuits, including alternative technical concepts, value engineering, and constructability reviews.
- Approve or review key engineering deliverables, shop drawings, and as-built documentation.
- Engage with clients, agencies, and design consultants to resolve issues and optimize solutions.

Risk Management

- Identify, assess, and mitigate technical, schedule, and cost risks associated with highly complex underground and shoring projects.
- Lead or participate in formal risk reviews in pursuit and execution phases.
- Safety record and regulatory adherence

Innovation & Best Practices

- Champion new technologies, construction techniques, and digital tools to maintain the firm's edge in the tunneling and geotechnical construction sector.
- Drive review and design efforts, pilot innovative solutions, and develop optimized support for excavation and ground improvement schemes.
- Innovation and value engineering contributions.

Management & Development

- Mentor, train, and supervise engineering staff; develop succession planning and career growth pathways.
- Recruit and retain high-performing engineers and technical staff.
- Manage departmental budgets, resource allocation, and subcontracted engineering vendors.

Stakeholder Engagement

- Represent the company in key technical meetings with owners, design partners, and regulatory authorities.
- Provide technical input for bid proposals, JV negotiations, and project acquisition.
- Project delivery and claims avoidance

QUALIFICATIONS & EXPERIENCE

- Bachelor's degree (MS or PhD preferred) in Civil, Geotechnical, Structural, or related Engineering field.
- Registered PE license required (California and/or states of major project focus preferred); Structural Engineer License or Geotechnical Engineer License a plus.
- 15+ years of progressive engineering experience in design and construction of large-scale tunneling (SEM/NATM, micro-tunneling, hand-mined), earth retention, excavation support, and deep foundation projects.
- Demonstrated leadership and management of mid-to-large engineering teams (10–50+ staff).
- Technical mastery of soil/rock mechanics, ground improvements, dewatering, temporary/permanent works, and related codes/standards.
- Proficiency with engineering analysis software (PLAXIS, FLAC, SAP2000, Revit/CAD, SNAILZ, L-Pile, CT Shoring, DeepEx, etc.).
- Excellent communication, risk management, and client-facing skills.