**Overview**

SWCA Environmental Consultants seeks a proven professional to develop private and public-sector clients, provide strategic thought leadership and direction for SWCA's business objectives, and develop industry-leading technical expertise for complex electrical generation and transmission siting and permitting projects.

Do you thrive in a leadership position that focuses on client relationships and market analysis, including developing and implementing strategies and programs needed to grow business in key environmental sectors within the Southwest? Do you enjoy working with a team to establish and grow sales, revenue, and brand within that market? Do you consistently promote collaboration to achieve success? Do you enjoy developing and coaching technical resource staff in siting and permitting electrical generation and transmission facilities?

Permitting services associated with transmission and generation projects are expected to experience significant growth across the Southwest. SWCA's growth in this area requires the addition of a visionary technical leader who will partner with peers across the organization to shape the direction of electrical transmission and generation permitting services. We are looking for a candidate who will bring unique technical leadership related to execution, innovation, and management of SWCA's electrical generation and transmission siting and permitting practice. In this position, you will lead growth and business development (BD) initiatives, strategic pursuits, and key projects in the Southwest sub-region while collaborating with peers across the West Region and companywide.

There is flexibility on the home office location and working as a distributed employee is also possible.

**Please include a Letter of Interest with your application**.

***The deadline to apply for this opportunity is October 15, 2021.***

**Responsibilities**

* Grow the business across strategic transmission, generation, and state and local government markets as part of business line teams.
* Contribute to efforts in other business lines, including transportation and land development.
* Develop and execute collaborative strategic growth initiatives and BD processes, and lead Southwest sub-region level business development programs and initiatives.
* Manage opportunity-specific sales and pursuit teams, from opportunity identification and evaluation to proposal and presentation preparation.
* Develop teaming partners—both prime and sub—to meet pursuit goals.
* Identify, lead, and support initiatives for enhanced BD performance and efficiencies for continued growth. This includes strategic thought, marketing and branding activities, pursuit tracking, and increased sales efficiencies.
* Train and mentor SWCA staff in technical development and BD.
* Collaborate on strategies for geographic and market expansion through key hires and acquisitions.
* Ensure quality of service across electrical generation and transmission permitting practice areas and employ industry-leading expertise and state-of-the-art processes, methodologies, and tools.
* Lead complex projects or tasks specific to the electrical generation and transmission siting and permitting.

**Client and Market Accountabilities**

* Identify, develop, manage, and grow key client relationships.
* Act as an advocate for SWCA and clients in negotiating favorable contracts and resolving conflicts.
* Maintain productive relationships with relevant regulators, industry experts, academia, etc., who provide unique insights that help grow SWCA.

**Planning and Problem Solving**

* Create new opportunities for SWCA by taking a novel approach to client needs and a critical view of the market to grow the business.
* Contribute to the development and implementation of long-term strategies needed to advance SWCA's business/growth.
* Ensure that work is well coordinated across the business (e.g., aligning decisions, initiatives, priorities, and metrics).
* Obtain the resources and command the authority needed to effectively enable project teams.
* Manage risks and ensure consistency by being involved in creating and reviewing proposals, contracts, and deliverables.

**Financial Accountabilities**

* Develop annual sales plans that include program and project budgets, objectives, and targets for area of responsibility.
* Ensure that the sales plan objectives are achieved through collaboration with leadership and other team members.

**Technical Accountabilities**

* Technical authority and recognized thought leader in the business or service lines; leverage compelling expertise that attracts key clients and top talent to SWCA.
* Serve as an expert technical resource to other professionals in their field(s), acting as an advisor to internal and client teams.
* Contribute to pursuits and proposal processes via go/no-go, capture planning, and market analysis.
* Demonstrate understanding of multiple business and service lines, leveraging experts effectively to meet client needs.
* Ensure that the company safety program is effectively implemented; responsible for office, program, and practice safety.

**People Accountabilities**

* Build the teams and capabilities needed to support the electrical transmission and generation business line(s) at SWCA.
* Motivate and engage team members by creating a culture of performance, by celebrating and recognizing successes, and by implementing strategies to attract, recruit, retain, motivate, and develop talent.
* Influence, even without formal authority, work efforts to ensure that they are effectively integrated; collaborate with colleagues across SWCA.

**Qualifications**

* Minimum of a bachelor's degree in archaeology, environmental planning, environmental studies, environmental management, biology, ecology, or a field related to SWCA's services required; a master's degree or higher preferred.
* Minimum of 5 years of experience with local, state, and federal transmission and generation markets; includes experience with client development, proposal development, interview preparation, and bid preparation, with a demonstrated ability to recognize and develop opportunities into successful sales and sustained growth.
* Proficiency working with the major federal environmental regulations (NEPA/ESA/CWA/NHPA, etc.) and state and local regulations.
* Established network of industry contacts with regulated utilities, generation and transmission companies, and regulatory agencies.
* Strong client-facing skills (e.g., communication, relationship building, problem solving, advocacy).

**Preferred Experience and Qualifications for Success**

* At least 7 years of experience developing business in environmental consulting services.
* Strong understanding of financial metrics, with a proven ability to develop and implement budgets, rate schedules, and contracts.
* Well-established expertise in an environmental discipline, along with a proven track record of broadening into other disciplines.
* Project management expertise.
* Demonstrated commitment and success in collaborative processes across the business.
* Proven experience in developing new business and leading major proposal efforts and key projects.
* Participation in development and implementation of strategic plans and initiatives.
* Demonstrated ability to develop client management plans and market analyses.
* Ability to recognize and capitalize on market trends that impact the business (e.g., new regulations, technological developments, competitor intel, etc.).
* Track record of establishing positive relationships with agencies at the local, regional, and national levels.
* Extensive network of industry professionals to develop business and leverage for recruiting efforts.
* Demonstrated ability to sell and deliver new, high-value projects (e.g., early-stage pursuit, capturing the client, market analysis, action planning, resource allocation).
* Proven track record of influencing the delivery of results, even in areas without direct authority.
* Availability to travel throughout the United States.

SWCA Environmental Consultants is a growing employee-owned firm, providing a full spectrum of environmental services. With offices across the United States, SWCA is one of the largest environmental compliance firms and ranks among Engineering News-Record's Top 200 Environmental Firms.

If you would like to contact SWCA regarding the accessibility of our website or need assistance completing the online application process due to a disability, please email [accommodations@swca.com](mailto:accommodations@swca.com) or call 480-581-5378 . This contact information is for disability accommodation requests only. All other inquiries will not receive a response.

EOE - women, minorities, individuals with disabilities and veterans are encouraged to apply.

Apply Here: <https://www.click2apply.net/LYOxpYsGGN4OfkLdCZoV7>

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