



CIVIL ENGINEERING



LANDSCAPE ARCHITECTURE



PLANNING



ENVIRONMENTAL

Kimley >> Horn

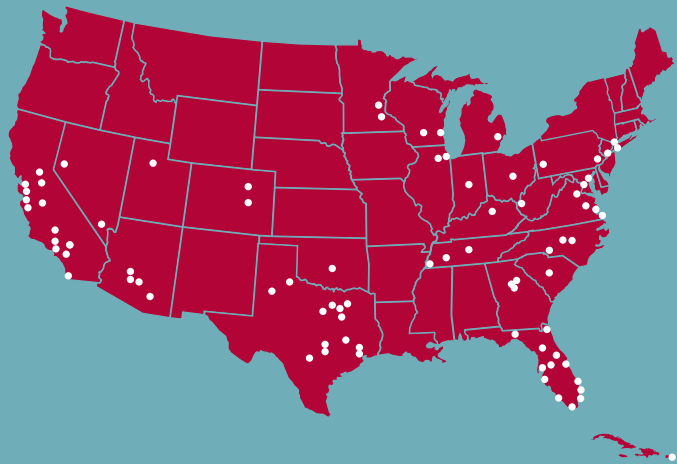
Expect More. Experience Better.

Who Is Kimley-Horn?

We are a consulting firm that offers civil engineering, environmental, urban planning, and landscape architecture services. We serve a diverse client base of private and public sector clients from more than 75 offices across the country.

Though we have close to 3,000 employees, we pride ourselves on our small-company feel. We are entirely employee-owned, and roughly 1 in 7 of our employees are owners.

Office Locations



- Aviation
- Community Planning
- Community Resiliency
- Energy
- Environmental
- Forensics
- Land Development
- Landscape Architecture
- Roadway/Bridge
- Structures
- Surface Water
- Technology
- Transit
- Transportation
- Water/Wastewater

In 2017, we were named **#11 of *Fortune's* 100 Best Companies to Work For** (our tenth time on the list!) as well as **#8 of *Fortune's* 100 Best Workplaces for Millennials.**





Driven by Our Core Purpose and Core Values

By joining Kimley-Horn, you'll be joining a firm where our core values and core purpose are more than just words on paper—they form the basis of a culture that has yielded success since 1967.

Core Purpose:

To provide an environment for our people to flourish

Core Values:

- Honesty, integrity, and ethics
- Exceptional client service
- High expectations
- Sharing and caring
- Sustained profitability

“ At Kimley-Horn, you're among professionals *who live out our **core values** on a daily basis, all for one purpose: To provide an environment for our people to **flourish.**”*

—John Atz, President



Want to Make Your Mark?

We have a unique way of setting our vision. Rather than a “top-down” declaration, our vision flows from the collective input of our employees. Our vision statement begins with these words:

In 1967, in a small Raleigh, NC apartment, three engineers gathered to build a new consulting firm. A firm whose direction would be determined by the passions and inspirations of its employees. A firm that would embrace growth, collaboration, adaptation, and reinvention. A firm where every day, each employee could look at an opportunity and say, “It all begins here”—while simultaneously embracing the notion that, “It can all begin with me.”

Our most influential employees are proactive, passionate, driven to achieve, risk-taking, confident, hardworking, and able to connect with people. If you have those traits, be part of setting our direction for the years to come.



Focused on Teamwork

At Kimley-Horn, teamwork is paramount to our success. Every team member, from our young professionals to our senior project managers, is an equally valuable asset to our clients' success. Everyone has responsibility and ownership in our projects, and we celebrate our accomplishments as a team. As a young professional, significant responsibility early in your career provides an opportunity to grow, be challenged, and quickly recognize your value to our team.

“*What **Kimley-Horn** does exceptionally well is **work together**. When I need extra help to complete a project, I get it, whether it's from another office or region. The best part is that by **sharing** all of our resources as one profit center, our professionals **experience a wide array of disciplines and practices.**”*



Well-Rounded Analyst:

A two-year, self-paced program created by Kimley-Horn for our young professionals. It is a resource intended to guide you through your professional journey from a new college grad to a future team lead or project manager.



Geared Toward Growing Our People

From day one, Kimley-Horn provides you with resources to become a well-rounded professional. While “on-the-job training” is the most common form of development, we offer several opportunities to participate in our robust training programs that focus on technical skills as well as business, consulting, and leadership skills.

Technical Training: Helps you solve problems based in real-world settings, stay current in your discipline, and sharpen your expertise.

Major Training: Walks you through the ins and outs of the consulting world with topics on production, business, and marketing.

Career Training: Strengthens leadership skills, builds your personal brand, and prepares you to develop others.

These programs are not only supported, but also primarily facilitated by leaders at Kimley-Horn, including our president. Combined with your personal drive to succeed, our training programs let you own your career with the support of your supervisor and other leaders in the firm.



Committed to Top-Tier Benefits

The rewards of a career at Kimley-Horn are multi-faceted. To start, you'll enjoy top-tier benefits that include:

- Competitive base pay
- Low-cost health coverage
- Company-paid life insurance
- Sizable merit-based bonuses
- Two-for-one company-paid 401(k) match
- Profit-sharing contributions that far exceed the industry average

In addition, you'll have the benefit of working in a firm that gives you the freedom to follow your own professional passions: build a business within our business, become an industry expert, and control your own destiny. These exhilarating opportunities are realized here every day. As you succeed, you'll have an opportunity to become an owner—working with other exceptional people dedicated to exceptional client service.



A Practice Builder is defined as an individual who consistently:

- Wins work from new and existing clients
- Provides quality services in a profitable manner
- Keeps a team of people busy
- Contributes to the professional development of staff
- Accepts responsibility for financial success of practice
- Expands existing client relationships
- Transitions existing clients to emerging Practice Builders
- Assists in new staff recruitment
- Serves as a role model for young staff to emulate

Built on a Foundation of Practice

The Practice Builder philosophy that Kimley-Horn fosters makes our firm unique in the consulting industry. Practice Builders lead our internal practices and are provided the flexibility and support to exercise their entrepreneurial spirit to pursue clients and projects that they are truly passionate about. This philosophy allows our staff the opportunity to navigate their own career paths while having the support and technical expertise of a team. Our Practice Builders range from civil engineers to environmental scientists and are committed to growing, mentoring, and developing younger staff to become future Practice Builders in the firm.

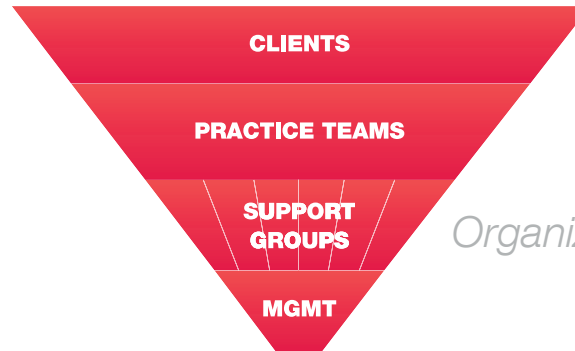


*“ At Kimley-Horn, you have a **sense of belonging**. I can focus on my practice, my passions, and my clients, all with the support of really smart people. **Our bar is high, but the rewards are great.** ”*

Organized the Right Way

Many corporations are organized to serve internal purposes. The most common of these is the pyramid structure that focuses exclusively on internal reporting. Our structure, an inverted pyramid, focuses on the most important element of a service industry: the clients. We value our clients and understand the importance of providing exceptional client service. We acknowledge this by organizing our firm around the staff members who have the most direct contact with clients: our Practice Builders.

As you can see from our structure, we're different. Here, you don't have to move out of practice to move up. Building a successful practice is recognized as one of the most important career paths because it serves as the face of Kimley-Horn to our clients.



Organized Around Practice





“Friendly office *competitions* bring a necessary element of fun to the workplace that ***unifies us in a way that promotes success.***”



We Don't Forget About Fun!

We work hard, but we play hard, too. At Kimley-Horn, we realize the importance of having fun at work. Here are some of the ways we enjoy ourselves:

VP of Fun Events: Each office has a Vice President of Fun who organizes engaging activities for the staff. This often includes a celebration after a big win, office holiday parties, summer sports outings, ice cream socials, or just a well-deserved break!

Young Professionals (YP) Events: We focus on hiring recent college graduates, so we have YP programs and events for them to enjoy and meet their peers. It's a great way for our YPs to build relationships and develop their professional skills. YP events are both formal (in-office events) and informal (after-hours events).

Kimley-Horn Foundation: Kimley-Horn believes in giving back to the community, so we created the Kimley-Horn Foundation to foster volunteerism. Each year, we set aside funds to distribute to organizations that our employees are actively involved in.

Rankings

In 2017, *Engineering News-Record* ranked Kimley-Horn:

- #6 of Top 100 Pure Design Firms
- #9 of Top 50 Transportation Firms
- #21 of Top 500 US Design Firms

In 2017, *Fortune* ranked Kimley-Horn:

- #3 Best Workplace in Consulting & Professional Services
- #8 Best Workplace for Millennials
- #11 Best Company to Work For



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Expect More. Experience Better.

Apply Online at:

www.kimley-horn.com/join-our-team

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