

Position Description: *Staff Engineer/Scientist*



About ALL4:

ALL4 Inc. (ALL4) is an environmental consulting company that specializes in air quality consulting services - primarily assisting our clients with complex air permitting, air quality modeling, continuous monitoring, and regulatory compliance issues. ALL4 was founded in 2002 and is headquartered in Kimberton, PA (about 15 minutes west of Valley Forge National Park). ALL4 also operates a Southeast Regional Office located in Columbus, GA (about 1-1 ½ hours southwest of Atlanta.) ALL4 employs a mix of professionals with diverse educational backgrounds ranging from meteorology, environmental science, and mechanical, civil and chemical engineering. Our client base is comprised of multiple Fortune 500 companies including Lafarge, International Paper, Domtar, Starbucks Corporation, and Merck & Co., Inc.



ALL4 Inc. Corporate Headquarters – Kimberton, PA

ALL4 is an energetic, successful, empowered organization. ALL4 operates under the premise that the success of our company is directly tied to the success of our clients. We pride ourselves on fully understanding our clients' operations, culture and business goals to the extent that we can tailor our consulting services to help turn environmental management into a company asset. ALL4 also understands that we are in the business of “selling” our skills and that our organization is only as good as the talents of our people. Therefore, we have created a company that is centered on the personal and professional growth of each person in the organization while concurrently growing the ALL4 business. We are an organization built on a culture of accomplishment and personal accountability – and we challenge each person to make a substantial contribution to the overall success of the organization by clearly defining and measuring specific personal and team goals.

Position:

A Staff Engineer/Scientist plays an integral role at ALL4. The Staff Engineer/Scientist acts as the primary technical resource interfacing with Project Managers, Technical Managers, and Project Engineer(s)/Scientist(s). The Staff Engineer/Scientist must possess technical and regulatory knowledge that enable the efficient completion of air quality projects. The ability to provide effective written communication, technical calculations, and utilization of spreadsheets and databases is critical in the Staff Engineer/Scientist role to complete project deliverables. The Staff Engineer/Scientist is also expected to develop a technical knowledge base that will support one or more of ALL4's primary service areas. The Staff Engineer/Scientist will periodically interact with clients on a one-to-one basis and must be able to communicate effectively, both verbally and written.

ALL4 Inc. is a nationally-recognized consulting company shaping environmental responsibility and creating distinction for clients, employees and partners.

The consulting business is an extremely fast-paced, deadline-driven, environment that requires engineers/scientists to be self-motivated, hard-working, and able to work both independently and as part of a team. The typical work day extends beyond 8 hours and Project Engineers/Scientists will be challenged to understand complex regulations and intricate manufacturing processes and be able to effectively communicate with clients, regulators, vendors, and

project team members both orally and via technical writing. The technical skills required to be a successful air quality consultant and produce work products consistent with the level of quality expected by our clients are not typically taught in a college course or even learned from non-consulting positions within the environmental field. It is expected that the Project Engineer/Scientist will be able to quickly learn the ALL4 approach to handling clients both on the job and outside of regular working hours. To facilitate this process, ALL4 has developed an internal, self-paced training program that must be satisfactorily completed by all new employees within twelve months.

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Duties associated with the Staff Engineer/Scientist position include:

- Development of facility air emission inventories.
- Interaction with client and regulatory contacts.
- Review of state and federal air and environmental regulations.
- Preparation of technical reports in support of environmental permits.
- Development of Excel, Access, and Word documents.
- Analysis of data for air quality modeling support.

Qualifications:

Qualified candidates must possess a Bachelor of Science degree (or higher) from an accredited university and express an interest in working in the air quality field. Fundamental competencies that are required for ALL4 Staff Engineers/Scientists include:

- Demonstrated experience working with air quality regulatory and compliance issues.
- Advanced Microsoft Excel, Access, and Word experience.
- Excellent written and verbal communication skills.
- High level of motivation for personal growth and goal achievement
- Creative thinking with sound problem solving skills.
- Ability to work independently and in a group environment.
- Strong organizational skills.

Other Desired or Beneficial Skills:

- Experience in the air quality or environmental consulting field.
- Experience working with air pollution control equipment and/or federal air quality regulations.
- General understanding of specific industry manufacturing processes (e.g., pulp and paper, cement manufacturing, etc.)
- Air quality modeling knowledge (i.e., SCREEN, ISCPRIME, etc.)
- Computer programming knowledge
- Air emissions sampling knowledge (i.e., stack testing/CEMs)
- EPA Method 9 Certification
- Engineer in Training Certification
- Coursework in Statistics

Benefits:

As evidenced by the job description, our expectations for employees are high. In return, we invest a tremendous amount in our employees. Our benefits package includes the following:

- Highly Competitive Salary.
- Paid Vacation and Sick Time.
- Bonus Program based on attainment of company and/or personal performance objectives.
- Bonus Program for obtaining a Professional Engineer and other equivalent certification.
- Full medical, prescription, vision, and dental coverage paid for by ALL4. Our Health Plan is a top-rated United Healthcare Plan.
- Company sponsored Retirement Plan with matching contribution equal to 100% of the employee's deferrals for the first 3% of compensation, plus 50% of the employee's deferrals for 4% and 5% of compensation.
- Base plan cellular phone cost allowance reimbursement in accordance with the applicable ALL4 reimbursement policy (currently \$40/month for Staff Engineers and Scientists).
- Up to \$2,500 per year in tuition reimbursement for courses/training.
- ALL4 Introduction to air quality and other in-house training including: communication, technical writing, project management, time management, and other skills that ensure personal growth.

If being part of an expanding company that affords tremendous opportunities appeals to you, we encourage you to take a look at our website: www.all4inc.com and forward an electronic resume to humanresources@all4inc.com.