

**Managing Principal, Denver  
SWCA Environmental Consultants**

This key management role is charged with strategically positioning the Denver area offices (Denver, Durango, Bismarck and Sheridan) to maximize profitability through SWCA's eight business lines, through further expansion and utilization of clients/potential clients and through the use of management best practices. Reporting into the Principal and Manager of the Rocky Mountain/Central region, you will manage and oversee a team of five professionals and their direct reports totaling over 100 individuals in these four offices.

As such you will be responsible for providing day-to-day leadership and management of the Denver area offices and have accountability for the financial performance of these offices, including business development, office profitability and staff management. The revenues, number of employees and geographic distribution of the Denver area offices require that successful candidates possess a proven track record of developing new business and growing market share significantly, an ability to develop and lead people within all levels and locations of an organization, and the operational skills to manage projects and programs while mentoring others to do the same in the future.

As Managing Principal, your greatest challenge will be to significantly increase the percentage of business from both new and existing clients served in the Denver area offices. As a result, business development and project execution experience with local, state and/or federal clients in the region are a must. You will partner with other Managing Principals and professional staff from around the company to further the overall interests of the organization, and you will participate on SWCA's Senior Management Team with other Managing Principals to advise and support SWCA's executive leadership and the accomplishment of SWCA's strategic objectives.

Potential candidates must have technical expertise in SWCA's primary services areas including environmental compliance, cultural resources, environmental planning, natural resources, permitting and sustainable solutions to environmental challenges; with management experience in the consulting arena. For consideration you must also have a proven track record of working closely with business management professionals and meeting P&L responsibilities, as well as experience leading and developing professional and administrative employees.

In addition you must demonstrate an appropriate combination of the following attributes:

- A minimum of ten years experience providing environmental consulting services and/or management of multi-million dollar professional services operations, with increasing responsibility over time. Experience must include leadership of others as well as management accountability for a professional services business unit.
- Strategic perspective and solid consulting/professional services business acumen.
- Outstanding management and leadership skills that reflect an ability to successfully grow and manage multi-million dollar offices including the development and successful implementation of business strategies and plans in support of SWCA's strategic plan.

- An excellent working understanding of the types of services that SWCA provides and the ability to successfully market SWCA's services to existing and prospective clients.
- Proficient in financial and personnel management for professional firms.
- Highly developed communication (written and verbal) and interpersonal skills; ability to communicate openly and without fear of retribution.
- Demonstrated ability and commitment to meet clients' needs effectively, creatively and ethically.
- Commitment to the mission, vision and values of SWCA.
- Familiarity with the regulations, agencies and client sectors of the Rocky Mountain/Central region is a plus.
- Undergraduate degree with a Master's degree in a field related to the environmental services that SWCA generally provides such biology, archaeology, planning, environmental regulatory compliance, GIS, hydrology, and other environmental and planning fields; an MBA with an emphasis in strategic planning and operations management is strongly preferred. An equivalent of education and relevant experience will also be considered.
- Ability to travel as needed.

Your recruiter, DDJ Myers, Ltd. specializes in creating and supporting learning organizations through best in class executive recruitment, organization assessment, succession planning, leadership development training, mentoring and coaching programs. Our firm was created over twenty years ago to support our clients and individuals in the ongoing development of leadership presence, communication, generative accountability and purposeful work.

We are happy to provide you with additional details on this search and to discuss how your expertise might add value to this innovative Managing Principal role.

Kirk Gove, (800) 574 8877 ext. 105  
[Kgove@ddjmyers.com](mailto:Kgove@ddjmyers.com)