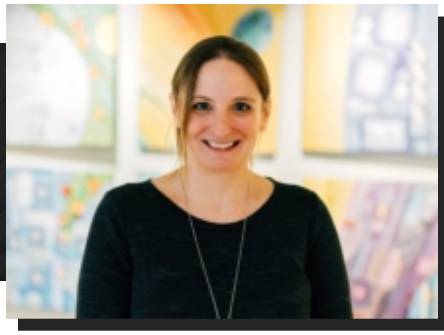
SANBORN HEAD

Leadership Spotlight: Julie Scott

APRIL 9, 2025



Meet Julie Scott, an environmental engineer and Senior Vice President providing leadership within our Industrial Client Service Area.

Since joining Sanborn Head in 2023, Julie has made significant contributions to our firm. Her ability to inspire and guide her teams to deliver high-value service to our clients. She has had success leading multiple teams on multi-faceted projects with scopes and budgets of varying scales. Julie recently stepped into the role of Industrial Client Service Area leader in place of Russ Abell. Russ served in the position since 2017, he transitioned out of the role to focus on project work. We are excited to share her leadership journey and insights.

Julie is responsible for the client experience, our technical practices, and the professional development of our staff in the group. She is committed to building strong client relationships that focus on high performance, advocacy, and finding creative and cost-effective solutions to our clients' problems.

Julie believes in a collaborative and inclusive leadership style. She emphasizes open communication and values each team member's input. Her philosophy is to lead by example and foster a supportive environment. This approach has earned her the respect and trust of her team. In a recent conversation, Julie shared her insights on leadership and her new role at Sanborn Head. Here are some highlights from our discussion:

What has been your inspirations to take on the new role of Industrial Client Service Area leader?

"My primary inspiration for stepping into this role has been the potential to drive impactful changes and help lead the group to evolve and grow. I have a passion for strategy and hope to work closely with our internal teams and our clients to create tailored solutions that not only address our current needs but also anticipate future challenges."

What do you enjoy most about leading the Sanborn Head Industrial Team?

"I enjoy that this position allows me to foster stronger relationships and mentor emerging talent in a way that contributes to the overall growth and success of our business unit."

What are the big items you are going to be focusing on this year in your new role?

"My primary objective is to work with our team to achieve sustainable growth through strategic and intentional business development efforts. By leveraging our expertise and continuing to foster our commitment to building strong client relationships, we can expand our business while ensuring the long-term success and stability of our group."

What advice would you give to aspiring leaders in our industry?

"Be authentic, with yourself and with those around you. Additionally, choose your path based on what drives you and what gives you a sense of fulfillment but be comfortable with the fact that you won't have all the answers. Your authenticity will inspire others and will create a culture of inclusion and collaboration."

Julie Scott assumed the role of Industrial market leader in January 2025. Her dedication and commitment to supporting the team highlights Julie's leadership style as a model of servant leadership. We are grateful for her contributions and look forward to seeing her continue to lead and

inspire.

Stay tuned for more employee spotlights, where we celebrate the incredible leaders within our company.