



# [In•ten•tion•al Excellence]

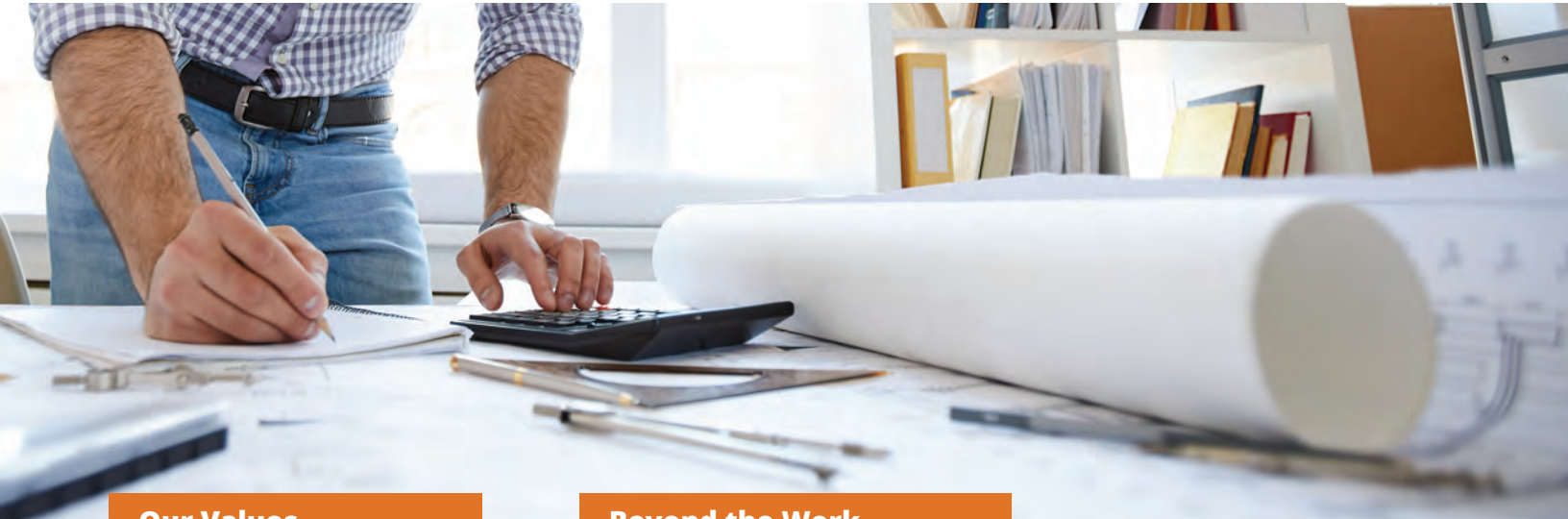
Pursue Your Passions at Sanborn Head



# [In•ten•tion•al Through Teamwork]

## Who We Are

Sanborn Head is an integrated engineering and technical consulting firm serving private, public, and institutional clients in the development, energy, industrial, and solid waste markets. Join us and get plugged into sophisticated projects that make a serious difference for our clients.



## Our Values

- ▶ **We think big.** We tackle projects with a big-picture mindset that complements our technical expertise and work strategically to meet our clients' goals.
- ▶ **We're people people.** We're friendly, easy to work with, and excited to work alongside our clients and colleagues.
- ▶ **We're in this together.** We work together for the greater good through collaboration and collegiality, both within our teams and throughout our communities.
- ▶ **We create opportunities.** We match people to projects in a way that provides variety and allows them to learn, grow, and succeed.

## Beyond the Work

We encourage our employees to take an active role in advocating for the people, communities, and resources we enjoy and depend on. Our workplace is committed to DE&I efforts that foster a sense of belonging and enable everyone to contribute to their full potential.

### Community Involvement

We give back to communities near and far through partnerships with local and international organizations.

### Educational Outreach

We inspire the next generation of engineers and scientists by hosting and participating in educational events.

### Sustainability

We protect the planet through a variety of green initiatives as part of our Environmental Stewardship Program, and our Sustainability Task Force keeps sustainability at the forefront of our work.

“Growth is an outcome of doing the right things very well, and when our people are **growing and developing** in their own professional careers, the firm grows too because our people create new opportunities.”

- Barret Cole, President and CEO



# [In•ten•tion•al At Work]

Friendly People, Collaborative Culture, Interesting Projects, Purposeful Approach



## Expand Your Mind...

Sanborn Head encourages continual growth, which is why we offer professional development through on-the-job learning experiences, in-house training modules and resources, and tuition and professional development fee reimbursement. There's even a bonus for your first professional licensure!

## EDGE Mentorship Program:

**E•MPOWERMENT**  
**D•EVELOPMENT**  
**G•UIDANCE**  
**E•NGAGEMENT**

Our EDGE program replaces the rearview-mirror approach of annual reviews with feedback and development sessions that are **frequent, personal, and interactive**. EDGE participants meet with their EDGE leader on a monthly basis to discuss their individual development, performance, well-being, and engagement.

“As a young professional, I am grateful for the opportunities to explore Sanborn Head's diverse project portfolio. I have learned so much about my own interests and strengths, and I feel empowered to reach out to project leads to ask questions or get involved with work that intrigues me.”

- Anna Campbell, Senior Project Geologist

“Here at Sanborn Head, the total transformation I've experienced in company culture, care, and assistance is unparalleled.”

- Lauren Guiry, Project Environmental Scientist

## ...And Have Peace of Mind

We believe in supporting the health and well-being of all employees and their families, which is why we offer this comprehensive, competitive benefits package.

- ▶ Medical, dental, and vision insurance
- ▶ Work/life balance with flexible scheduling
- ▶ 401(k) retirement with profit-sharing plan
- ▶ Employee Stock Ownership Plan (ESOP)
- ▶ Paid holidays, vacation, and sick time
- ▶ Paid time off for volunteering
- ▶ Health and well-being offerings and resources

...and more

# [In•ten•tion•al By Design]

## Markets

We bring project visions to life by sharing our knowledge and skills across services, markets, and geographies - always with the best interests of our clients and our people in mind.



### Development

Sanborn Head provides geotechnical engineering and environmental consulting services to help clients acquire, develop, or redevelop their properties.

#### Specialty Areas:

- Due Diligence for Real Estate Transactions
- Environmental Assessment & Remediation
- Geotechnical Engineering
- Hydrology & Water Resources Engineering



### Energy

Sanborn Head works with our clients to apply proven technologies to energy-related projects.

#### Specialty Areas:

- Natural Gas Engineering
- Owner's Engineering
- Infrastructure Life Cycle Studies
- Renewable Gas Engineering
- Mechanical, Electrical, & Process Design
- Sustainable Energy



### Industrial

Sanborn Head works to protect and enhance the value of industrial properties that have been affected by environmental contaminants.

#### Specialty Areas:

- Emerging Contaminants (e.g. PFAS)
- Vapor Intrusion
- Litigation Support
- Site Characterization & Remediation
- Data Management & Visualization



### Solid Waste

Sanborn Head provides engineering services to help manage resources for solid waste facilities – from siting & design through permitting and construction oversight, and operations and compliance.

#### Specialty Areas:

- Facility Siting, Design & Construction
- Landfill Gas Management
- Data Management & Visualization
- Solar Photovoltaic on Closed Landfills
- Renewable Gas Engineering
- Air Permitting, Compliance, & Dispersion Modeling

# [In•ten•tion•al People]

It's fun to find answers to difficult questions. It's energizing to work on projects that reward both technical knowledge and creative thinking. Our work is international in scope, and we're breaking boundaries every day.

The people behind our projects are the key to our success. We love collaborating with smart, curious, talented colleagues who are driven by a shared passion to help clients **succeed**.

## Are You:

- ✓ A creative thinker?
- ✓ Motivated by a challenge?
- ✓ Inspired to do more with your career?

If so, then Sanborn Head may be a great fit for you. We look for people who are passionate about what they do and aren't afraid to continue to challenge themselves, grow, and **have fun**.

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**Have you found your home at Sanborn Head?**

**Apply Now!**

Find current openings at

**[sanbornhead.com/careers/open-positions/](https://sanbornhead.com/careers/open-positions/)**



## Stay in Touch

### Questions about Sanborn Head?

Contact Human Resources at [hr@sanbornhead.com](mailto:hr@sanbornhead.com)

### Interested in an internship or co-op opportunity?

Please submit your resume to [internships@sanbornhead.com](mailto:internships@sanbornhead.com)

Technical  
Expertise



Strategic  
Insights




Responsive  
Service




Lasting value to our clients and  
opportunity for our people

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- 📍 Westford, MA
- 📍 Boston, MA
- 📍 Burlington, VT
- 📍 Denver, CO
- 📍 Philadelphia, PA
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