



**Bowman**

# ABOUT BOWMAN

Bowman is a trusted, multi-faceted consulting firm offering a broad range of infrastructure, environmental management, energy and real estate solutions to both public and private clients across the country. From large commercial developments, to master planned communities, to local transportation projects, Bowman delivers outstanding project results, builds long-lasting relationships and leverages the growth of our organization to serve the constantly changing needs of our clients.

## SERVICES WE PROVIDE

- Civil Engineering
- Surveying/Geospatial
- Right-of-Way & Land Services
- Construction Management
- Landscape Architecture & Planning
- MEP Engineering
- Structural Engineering
- Water/Wastewater
- Transportation Engineering
- Environmental Consulting

## MARKETS WE SERVE

- Commercial & Industrial
- Education
- Government Services
- Healthcare & Senior Living
- Mining & Exploration
- Mission Critical
- Multi-Family/Mixed-Use
- Power & Energy
- Parks & Recreation
- Residential
- Retail
- Transportation
- Utilities/Environmental Infrastructure



**Bowman is a nationwide engineering firm offering a broad range of infrastructure, environmental management, energy and real estate solutions. With a staff of more than 700 people working together in over 30 offices, the firm delivers innovative solutions, builds long-lasting relationships and leverages the growth of its organization to serve the constantly changing needs of its clients.**

Gary Bowman, Chairman + CEO



# We hire bright, ambitious, skilled and impassioned team members.

People are at the heart of Bowman's success, and that starts with our employees. Joining Bowman means becoming part of a thriving organization committed to solving complex problems, producing value-driven solutions, and delivering successful projects. Our talented and hard-working staff embodies:

## TEAMWORK

Our employees not only work with a core local team but also get to connect with offices and disciplines across our offices nationwide working on diverse projects and collaborating with other professionals. No two projects are alike – which provides our team members with the opportunity to learn, grow and contribute. Bowman builds successful teams through mentorship, support and ambitious goals, and we support each other in everyone's individual path.

## FLEXIBILITY

Flexibility leads to ideas and opportunity. Bowman gives our employees the ability to generate novel and creative solutions – for clients and our teams! Our creative problem solvers can analyze situations not only for a solution but also for the impact on the customer, team, company, individual and community – the big picture. We embrace and support each other's goals and realize no two paths are alike.

## FOCUS & EXPLORATION

Bowman believes in a fine balance between focus and exploration. Our employees get to apply their academic knowledge and use their talents to hone their skills and develop new ones. This exposure and hands-on experience in new areas allows our employees to thrive in what they do best. This exploration is supported by learning about different disciplines within the industry and how they integrate on projects. A win-win.

## OPPORTUNITIES

With multiple disciplines and more than 38 locations nationwide, Bowman offers chances to grow and change within our organization through new assignments, roles, and even locations. Our professionals are committed to excellence in their work and interactions with others and this is reinforced by a commitment to the relentless pursuit of strategic opportunities!

## GROWTH

Bowman fosters a community of lifelong learners and we want to see our employees grow and thrive. We support the continual development of individuals, skills, careers, and relationships, from support for professional licensure, continuing education, and professional development, to personal growth. We also offer regular programs on a variety of topics for improving technical skills and sharing best practices. A company that grows together creates opportunities you can only imagine!

# OUR CULTURAL VALUES

Strategic planning is ingrained in our corporate culture. We have constantly developed and delivered the plans that map out our future direction. By creating a culture that positively aligns our activities and behaviors, we have built a solid foundation for future long-term plans. Our Cultural Values are reinforced each time that we hire, promote, and recognize achievement. We insist on being surrounded by colleagues who embody these values:



**Growth**



**Entrepreneurial Spirit**



**Relationships**



**Quality Results**



**Safety and Well Being**



**Responsible Freedom**



**Bowman has not only given me an excellent experience as an intern but makes me feel like family while I learn and work. Such a fantastic environment to be a part of!**

Phillip Reece, Civil Engineering Intern



## GROWTH

Our company was founded on growth. We grow through the development of our people, clients, services and markets. Every day, we take initiative with integrity and courage, to drive continuous development in a culture of ambition and growth.

“



**As an intern with Bowman, I am pushed to be better and learn new things every day. I've learned during my internship, that my growth is important to not only myself but those who surround me.**

Mia Hernandez, Civil Engineer, Former Intern





## ENTREPRENEURIAL SPIRIT

We creatively approach every task and obstacle to find original solutions to challenging situations. We take ownership of all outcomes. We are nimble and have a healthy tolerance for business risk, as we strive for excellence to be leaders and innovators.

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**I am able to achieve my individual goals and advance my career while also collaborating with positive, driven, and engaging personalities across multiple offices.**

Brett Hammonds, Civil Engineer





## RELATIONSHIPS

We are stronger together. Our teams and clients will be our toughest critics, our biggest challengers and our loudest supporters. We embrace authenticity and act with empathy, honesty and integrity to achieve leadership through teamwork.

“



**Bowman is full of incredibly intelligent co-workers who I can learn a lot from during my tenure as an intern.**

Montray Robinson, Charleston Intern



## QUALITY RESULTS

Our success and reputation is driven by our ability to push boundaries and reach goals without compromising on quality. By making quick and thoughtful decisions, executing them with precision, and simplifying processes when logical, we find new ways to consistently exceed expectations.

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**As a young employee at Bowman, I feel that I am pushed to excel in all areas, while being motivated and surrounded by so many intelligent individuals. Bowman has allowed me to thrive and achieve ambitious goals, while learning something new every day. I have found that everyone I work with at Bowman values growth, personally, and as a team, as well.**

Anna Watts, Marketing Specialist







## SAFETY + WELL-BEING



Every effort will be made to ensure the safety and well-being of our clients and team members. We have zero tolerance for behaviors that jeopardize safety and speak up if we observe compromising situations. We will resolve issues quickly and completely, and take preventative measures to avoid re-occurrence.

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**At Bowman, I have been able to grow my knowledge while out in the field, in the office, and through discussions with many of my colleagues. We are constantly briefed on the current safety standards to make sure our team as well as our clients are taking proper precautions.**

William Davis, Surveyor



## RESPONSIBLE FREEDOM

Responsible Freedom is a form of autonomy with self-imposed discipline. We take the initiative to challenge the status quo and have the courage to take calculated risks to achieve our best results. Self-awareness allows us to understand our limitations and engage others when appropriate. Greatness comes from maximizing our collective potential.

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**Interning with Bowman over the past 2 years has provided me the opportunity to exercise Responsible Freedom daily. While working remotely this year, my team utilized virtual tools to keep a constant stream of communication and trusted me to complete tasks without constant supervision. This level of responsibility allowed me to grow as a young professional, gain valuable experience, and learn by doing.**

Rayna Easley, Human Resources Intern



# PROFESSIONAL DEVELOPMENT

Bowman has developed a number of professional development opportunities and tools designed to help you through every stage in your career.



**Linchpin Program**

**Managing Your Career Program**

**Professional Registration**

**Team Enhancement Program**

**Knowledge Exchange Series (KES)**

**Mentor Program**

**Survey Apprenticeship Program**

**Leadership Coaching Program**





# WORKING AT BOWMAN



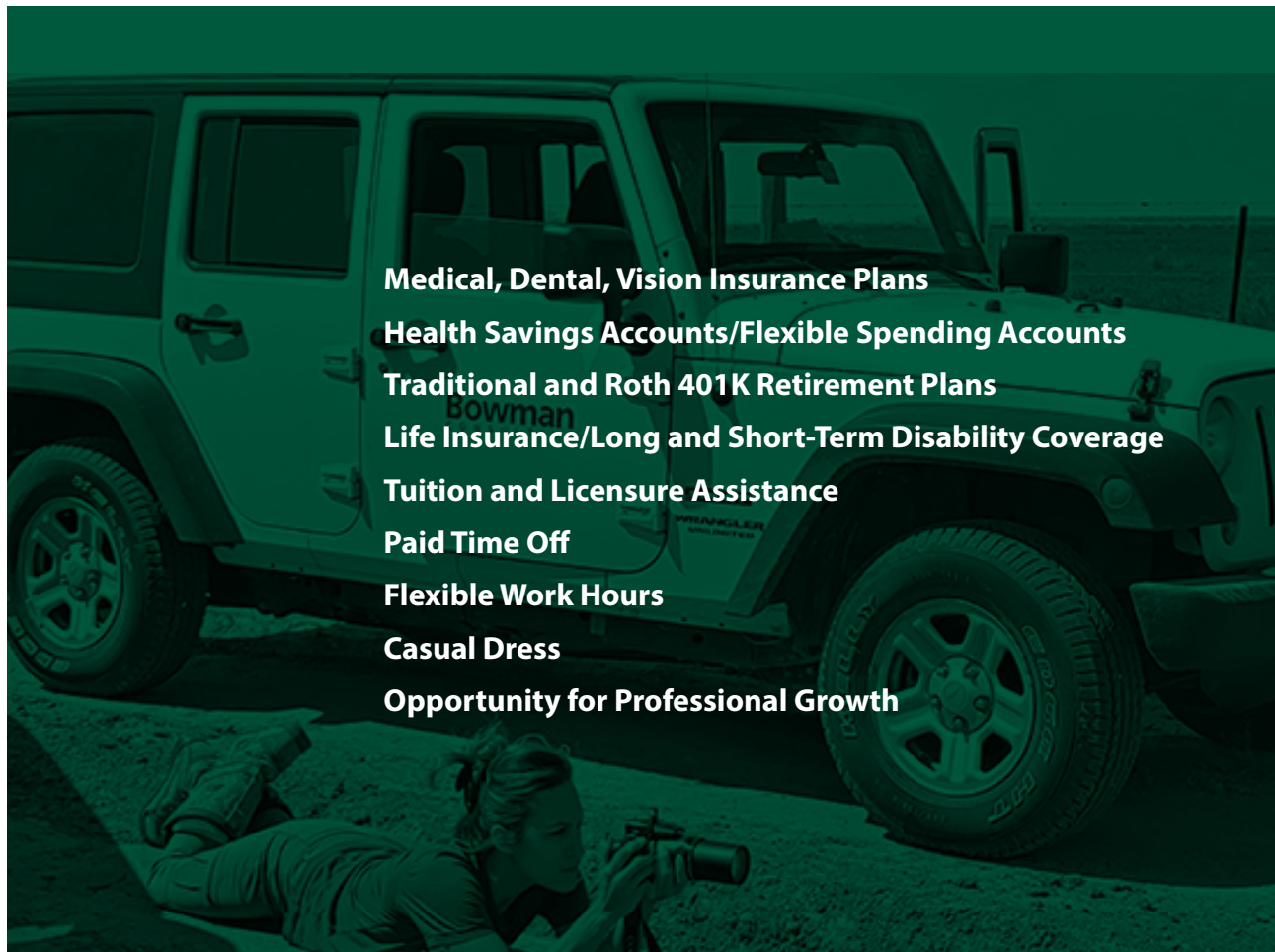
The relentless creation of opportunities for aspiring people to thrive and achieve ambitious goals is a Core Purpose at Bowman. Our relationship with our employees is a vital one. We pride ourselves on hiring bright, aspiring, skilled team members to ensure that each client, existing and prospective, is placed into the hands of qualified individuals who are here to help our clients grow. We also ensure our employees are given resources to mold their career and reach their professional goals. At Bowman, we recognize and reward the commitment and contributions of our employees.

Whether you're seeking an internship or are at an early step in your professional career, apply your academic knowledge and real-world skills as you participate in client projects with challenging opportunities.

**A position at Bowman is not simply a job – it's a career.**



**[bowmanconsulting.com](http://bowmanconsulting.com)**



**Medical, Dental, Vision Insurance Plans**

**Health Savings Accounts/Flexible Spending Accounts**

**Traditional and Roth 401K Retirement Plans**

**Life Insurance/Long and Short-Term Disability Coverage**

**Tuition and Licensure Assistance**

**Paid Time Off**

**Flexible Work Hours**

**Casual Dress**

**Opportunity for Professional Growth**