

SENIOR PROJECT MANAGER

Location: Seattle, WA

Company Overview

Founded in 2016, Orion Engineers & Associates is a professional engineering firm focused on airport civil engineering in Hawai'i, the U.S., and the Pacific. Orion provides planning, design, and construction management services for airport infrastructure projects, including airfield pavements, grading, drainage, roads, utilities, and related civil site improvements.

Orion's core values are centered around our employees. We recognize that our employees are essential to the success of our company, and our ability to deliver exceptional service to our clients depends on the skill, professionalism, and collaboration of our team. We encourage motivated individuals who enjoy working in a team environment and contributing to meaningful airport infrastructure projects to consider joining Orion.

Position Summary

Orion is seeking a **Senior Project Manager** to lead project delivery, manage the Seattle office, and serve as Orion's business development lead for the Pacific Northwest aviation market. This role will oversee project scope, schedule, budget, technical coordination, client communication, staff coordination, and pursuit strategy to support successful project outcomes, strong client relationships, and long-term regional growth.

Key Responsibilities

In this role, key responsibilities will include:

Project Delivery

- Plans, manages, and tracks project scope, schedule, budget, resources, deliverables, invoicing, and performance.
- Leads multidisciplinary teams and coordinates communication among clients, stakeholders, consultants, and project staff.
- Monitors project risks, issues, and coordination challenges and supports their resolution.
- Coordinates technical, operational, and construction teams to support successful project delivery.

Seattle Office Leadership

- Manages day-to-day operations of the Seattle office, including staff coordination and local planning activities.
- Supports office growth, operational efficiency, and project management process improvements.
- Coordinates staffing and resource allocation to support project and business objectives.

Business Development and Client Relationships

- Serves as Orion's business development lead for the Pacific Northwest aviation market.
- Develops and maintains relationships with clients, partners, agencies, and industry stakeholders.
- Identifies strategic opportunities, market trends, and growth initiatives.
- Leads or supports opportunity tracking, pursuit strategy, solicitation response and proposal development, interview preparation, and opportunity tracking.
- Represents Orion through client meetings, presentations, conferences, professional organizations, networking events, committees, and industry outreach events.
- Collaborates with technical, marketing, and project management staff to position Orion for future opportunities and strengthen the firm's presence in the aviation market.

Technical Leadership

- Provides senior technical leadership for airport civil engineering projects and programs.
- Advises leadership on technical risks, constructability, design quality, and strategic opportunities.
- Mentors junior engineers, technical leads, and project teams.
- Supports resolution of complex technical and construction-phase issues.

Decision-Making and Supervision

This position exercises executive-level professional judgment related to engineering leadership, organizational technical strategy, quality management, and companywide technical initiatives. The Senior Project Manager is expected to guide technical direction, provide leadership recommendations, and support implementation of engineering and business development practices aligned with Orion's long-term objectives.

The role requires the ability to balance technical excellence, client service, regulatory requirements, constructability, risk management, staff development, operational priorities, and strategic business objectives.

Qualifications

- Bachelor's degree in engineering, construction management, business, or related field preferred
- 12–18 years of project management or organizational leadership experience
- Experience leading major programs and organizational project delivery initiatives required
- PMP certification required (PgMP preferred)
- Executive leadership training preferred
- PE licensure preferred.
- Experience leading major technical initiatives, complex engineering projects, or organizational engineering programs.

- Advanced understanding of civil engineering design, technical analysis, permitting, regulatory coordination, and construction-phase support.
- Experience mentoring senior technical staff and developing technical leaders.
- Experience supporting strategic client engagement, proposal development, technical narratives, and business development activities.
- Proficiency with Microsoft Office applications.
- Familiarity with AutoCAD Civil 3D or related engineering design software.
- Valid driver's license.
- Ability to pass required background checks or security screening for work at commercial airports, when applicable.

Preferred Qualifications

- Extensive experience with airport civil engineering, airfield pavements, grading, drainage, roads, utilities, and aviation infrastructure.
- Experience serving as senior principal engineer, technical director, design discipline leader, or companywide technical authority.
- Experience developing companywide technical standards, QA/QC systems, engineering guidance, or design delivery practices.
- Experience working with airport owners, FAA-related requirements, DOT agencies, public-sector clients, or aviation stakeholders.
- Experience advising executive leadership on technical strategy, organizational risk, innovation, and market positioning.
- Experience supporting major pursuits, strategic proposals, client presentations, and long-term client relationship development.
- Familiarity with FAA advisory circulars, airfield pavement design, airport drainage criteria, aircraft operational requirements, airfield safety protocols, and airport construction standards.
- Active leadership in professional organizations, industry committees, technical publications, conference presentations, or technical training.

Skills, Knowledge, and Abilities

The ideal candidate will demonstrate:

- Sound professional judgment and advanced technical problem-solving ability.
- Strong understanding of the airport industry, regulatory requirements, design criteria, and project delivery processes.
- Ability to mentor senior technical staff and support technical succession planning.
- Ability to coordinate effectively with executive leadership, clients, agencies, project managers, engineers, CADD staff, construction staff, and external partners.
- Clear executive-level verbal and written communication skills.

- Ability to support long-term organizational growth through technical leadership, innovation, and engineering excellence.
- Commitment to collaboration, client service, quality management, and staff development.
- Solicitation tracking and drafting responses to RFP/RFQs.

Physical Demands and Working Conditions

This position will primarily work in an office environment. The role may also include site visits, field observations, or project meetings at airports, construction sites, or client facilities. Field work may require walking active project sites, wearing required personal protective equipment, and complying with airport, construction, and safety requirements.

Some travel may be required for project assignments, business meetings, client engagement, conferences, or visits to Orion project sites and office locations. Airport-related work may require participation in security badging, background checks, safety briefings, or other access requirements.

Compensation and Benefits

Orion offers a competitive compensation and benefits package, which may include:

- 401(k) plus company matching
- Medical insurance
- Dental insurance
- Vision insurance
- Life insurance
- Paid time off
- Professional development assistance
- Overtime pay, as applicable
- Yearly bonus eligibility

Salary Range

Salary range will be based on work location, qualifications, experience, and business considerations.

Application Process

Interested applicants should submit a resume and cover letter highlighting engineering experience, airport or infrastructure project experience, technical leadership experience, licensure status, and interest in airport civil engineering. Apply through our website at www.orionea.com/careers or submit to careers@orionea.com.

Selected applicants may be contacted for an initial phone or virtual interview. Shortlisted applicants may be invited to interview with the hiring manager or executive leadership team. References may be requested as part of the final selection process.

Equal Employment Opportunity

Orion is an Equal Opportunity Employer. Employment opportunities are based on qualifications, capabilities, and the ability to perform the essential functions of the position. Employment opportunities are provided without regard to race, religion, sex, pregnancy, childbirth or related medical conditions, national origin, age, veteran status, disability, genetic information, or any other characteristic protected by applicable law.