

Position:	Intermediate to Senior Structural Engineer
Department:	Buildings Division
Location:	Victoria, BC
Salary Range:	\$92,000-\$115,000

Our Company

Herold Engineering Limited is a Vancouver Island-based consulting engineering firm specializing in civil, structural, building envelope, marine, and bridge engineering. With offices in Nanaimo, Ucluelet, and Victoria, BC, our team of more than 70 employees supports a wide range of public and private sector building, transportation, marine, and civil/municipal infrastructure projects throughout British Columbia. We are a community-based company committed to making a positive difference by supporting local businesses, charities, and organizations. As of 2025, Herold Engineering became part of Englobe Corporation, a national network of consulting engineering firms. This new partnership represents an exciting step forward for our team—enhancing our capacity, expanding our reach, and opening new opportunities for collaboration across Canada.

At Herold Engineering, we value a healthy work-life balance, promote growth from within, and support the ongoing professional development of our staff.

Employment Opportunity:

Herold Engineering is looking for a registered Professional Engineer to join our Victoria team. Our ideal candidate has 7+ years of experience specializing in structural design of buildings.

Our workload includes a diverse mix of large and small projects including the design of new structures, assessment of existing structures, retrofits and seismic upgrading projects, Prime Consulting and project management, and specialty engineering.

The job is ideal for someone looking for an exciting opportunity to further their career in a friendly working environment alongside a supportive and collaborative team. We support flexible work arrangements, skills development, mentorship, and personal growth. The position also offers the prospect of growing entrepreneurial skills and leading projects from pursuit through delivery. Herold Engineering offers a competitive salary along with a strong benefits package which includes an Associates Program and opportunities for share ownership.

Requirements:

- 7+ years of structural consulting experience with building projects, including new construction, renovations, assessments, and seismic upgrades. Compensation package is scaled to reflect candidates with a higher level of experience.
- Must be registered as a Professional Engineer in good standing with Engineers and Geoscientists British Columbia (EGBC) and hold a valid P.Eng. designation.
- Experience in the design of steel, concrete, timber, and masonry structures. Heritage building experience is considered an asset.
- Be familiar with current local code requirements
- Willing to perform field reviews in active construction sites, primarily on Vancouver Island with occasional assignments in other areas of BC.
- Have reliable transportation to attend site reviews and meetings.

Additional Desired Skills

- Business development and proposal pursuit experience
- Prime consulting and contract administration experience

Role and responsibilities:

- Perform the structural analysis, design and review of structural systems using steel, concrete, timber, masonry, and other common building materials in accordance with applicable codes and project requirements for the delivery of new buildings, renovations, additions, seismic upgrades, and assessment projects.
- Provide technical support to engineers, designers, technologists, and junior staff throughout all stages of project delivery.
- Prepare, oversee, and review structural calculations, sketches, drawings, specifications, technical memoranda, and engineering reports to confirm quality, accuracy, and compliance with applicable standards.
- Coordinate project requirements with architects, owners, contractors, authorities having jurisdiction, technologists, and other engineering disciplines to support efficient and well-integrated project delivery.
- Perform site visits, field reviews, condition assessments, and construction observations, and provide clear technical direction through field reports, recommendations, and follow-up correspondence.
- Respond to construction-related questions, review shop drawings, support contract administration, and resolve technical issues in collaboration with clients and project teams.
- Take responsibility for applying sound engineering judgment while managing assigned scope, schedule, budget, technical quality, and client expectations.
- Build and maintain strong working relationships with clients, project teams, construction personnel, and regulatory authorities through professional communication and responsive service.
- Maintain and promote compliance with applicable BC Building Code requirements, EGBC guidelines, Herold Engineering standards, and professional practice and quality management requirements.

Project Variety and Client Focus: Herold Engineering works on a diverse range of projects, from small assignments to large-scale developments, providing opportunities to apply and expand technical expertise and business acumen across multiple sectors.

Candidates should bring flexibility, diverse project experience, and a willingness to contribute to the development of new skills and business avenues in support of Herold Engineering's philosophy of sustainable growth and work diversification. The successful candidate should also be comfortable working directly with a wide range of government and private sector clients, with a strong focus on client service, communication, and client satisfaction.

How to Apply:

If you're a motivated structural engineer looking for a long-term opportunity with a respected Vancouver Island firm, we'd like to hear from you. Join our team and help shape communities throughout British Columbia while building your career in a collaborative and supportive environment. Please send your resume and cover letter in confidence via email to:

Apply to:

Attention: Kate Ulmer, P.Eng. Principal

Email to: careers@heroldengineering.com

**Herold Engineering Limited
600-1112 Fort Street
Victoria, BC
V8V 3K8**

We thank all applicants, however we will only be contacting candidates who are selected for interviews.