

GEOTECHNICAL ENGINEER

GTA, ON | HYBRID | FULL TIME | ENGINEERING DESIGN

OUR COMPANY

For over 35 years, NBM Engineering has been helping shape the infrastructure that keeps communities powered, connected, and moving forward. As a trusted engineering and consulting firm, we partner with municipalities, hydro utilities, and telecommunications providers across Canada to deliver Electrical and Civil Engineering Design, Compliance & Asset Management, Geomatics Support, and Project Management services.

At NBM Engineering, we believe great engineering creates lasting impact. Guided by our values of integrity, collaboration, technical excellence, health and safety, accountability, and continuous improvement, we empower our people to solve complex challenges, support critical infrastructure, and help build stronger, safer, and more sustainable communities for future generations

ABOUT THE ROLE

BUILD STRONG FOUNDATIONS. SOLVE COMPLEX SITE CHALLENGES. SHAPE CRITICAL INFRASTRUCTURE.

NBM Engineering is seeking a Professional Geotechnical Engineer (P.Eng.) to support the planning, investigation, design, and construction of municipal, transportation, utility, industrial, and infrastructure projects across Ontario.

The Geotechnical Engineer serves as NBM Engineering's technical lead for subsurface investigations, foundation design, earthworks, excavation support, and geotechnical risk assessment. This role is responsible for transforming complex soil and groundwater conditions into practical engineering solutions that support safe, reliable, and constructible infrastructure projects.

This opportunity is ideal for experienced Geotechnical Engineers who enjoy a combination of technical analysis, field investigations, project management, client collaboration, and multidisciplinary engineering coordination.

WHAT YOU'LL DO

GEOTECHNICAL INVESTIGATION & SITE CHARACTERIZATION	<ul style="list-style-type: none">• Plan, coordinate, and oversee geotechnical investigations for infrastructure, municipal, utility, transportation, and development projects.• Design borehole, test pit, rock coring, and groundwater investigation programs.• Review and interpret subsurface conditions including soil, rock, groundwater, and environmental factors.• Coordinate field investigations and site activities with drilling contractors and laboratory testing facilities.• Monitor field programs to ensure compliance with project requirements, industry standards, and safety practices.• Assess geotechnical constraints and opportunities that may impact project design and construction.
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GEOTECHNICAL ENGINEERING ANALYSIS & DESIGN	<ul style="list-style-type: none">• Perform engineering analyses related to:<ul style="list-style-type: none">◦ Bearing capacity◦ Settlement◦ Slope stability◦ Earth pressures◦ Groundwater impacts◦ Seepage◦ Excavation stability◦ Retaining structures• Develop geotechnical design parameters for civil, structural, and utility infrastructure projects.• Provide recommendations for shallow and deep foundation systems.• Evaluate soil improvement and ground stabilization alternatives.• Assess constructability and geotechnical risks associated with proposed developments and infrastructure projects.• Support design optimization by identifying practical and cost-effective engineering solutions.
FOUNDATION & STRUCTURAL SUPPORT ENGINEERING	<ul style="list-style-type: none">• Develop recommendations for:<ul style="list-style-type: none">◦ Spread footings◦ Raft foundations◦ Pile foundations◦ Caissons◦ Micropiles◦ Specialized foundation systems• Evaluate foundation performance under static and dynamic loading conditions.• Review foundation requirements for buildings, substations, utility facilities, telecommunications infrastructure, retaining walls, and industrial structures.• Support structural design teams with geotechnical parameters and engineering recommendations.• Assess settlement tolerance and long-term foundation performance considerations.
EARTHWORKS, GRADING & UNDERGROUND INFRASTRUCTURE SUPPORT	<ul style="list-style-type: none">• Provide recommendations for:<ul style="list-style-type: none">◦ Site grading◦ Earthworks◦ Excavation support systems◦ Backfill materials◦ Compaction requirements◦ Dewatering systems◦ Ground improvement methods• Review trench design and excavation stability requirements.• Support utility corridor and underground infrastructure installations.• Evaluate geotechnical impacts associated with roads, pipelines, underground services, and transportation corridors.• Assist project teams in managing geotechnical risks during construction.

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CONSTRUCTION ADMINISTRATION & FIELD SERVICES	<ul style="list-style-type: none">• Conduct site visits and construction inspections.• Review foundation excavations and confirm subsurface conditions.• Monitor engineered fill placement and compaction activities.• Assess unexpected field conditions and develop recommendations for corrective actions.• Respond to contractor requests for information and site inquiries.• Prepare field reports documenting observations, findings, and recommendations.• Support quality assurance and quality control initiatives during construction.
TECHNICAL REPORTING & ENGINEERING DOCUMENTATION	<ul style="list-style-type: none">• Prepare and review:<ul style="list-style-type: none">◦ Geotechnical Investigation Reports◦ Foundation Design Reports◦ Slope Stability Assessments◦ Geotechnical Memoranda◦ Construction Review Reports◦ Technical Specifications• Clearly communicate engineering findings and recommendations to clients and project teams.• Maintain project documentation in accordance with company standards and regulatory requirements.• Ensure reports are technically accurate, complete, and professionally presented.
PROJECT MANAGEMENT & CLIENT SERVICE	<ul style="list-style-type: none">• Manage multiple geotechnical projects simultaneously.• Develop scopes of work, budgets, schedules, and project estimates.• Monitor project performance against budget and schedule targets.• Coordinate project resources and subcontractors.• Participate in client meetings and technical presentations.• Provide engineering consultation and technical guidance to clients.• Maintain strong client relationships through responsive and professional service.
MULTIDISCIPLINARY COLLABORATION & BUSINESS DEVELOPMENT	<ul style="list-style-type: none">• Collaborate with Civil, Structural, Environmental, Utility, Geomatics, and Project Management teams.• Support proposal preparation, fee estimates, and pursuit opportunities.• Contribute technical expertise during project planning and design phases.• Identify opportunities for service expansion and client growth.• Mentor junior engineers, EITs, and technical staff.• Support continuous improvement initiatives within the engineering practice.

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WHAT WE'RE LOOKING FOR

EDUCATION	Bachelor's Degree in Civil Engineering, Geological Engineering, Geotechnical Engineering, or related discipline.
PROFESSIONAL REGISTRATION	<ul style="list-style-type: none">Professional Engineer (P.Eng.) designation in good standing with Professional Engineers Ontario (PEO).Valid Ontario driver's license with access to reliable transportation.
EXPERIENCE	<ul style="list-style-type: none">Minimum 8-15 years of progressive geotechnical engineering experience.Experience within consulting engineering environments is strongly preferred.Demonstrated experience supporting infrastructure, municipal, utility, transportation, industrial, or land development projects.Experience managing projects, budgets, and client relationships.
TECHNICAL COMPETENCIES	<ul style="list-style-type: none">Soil MechanicsRock MechanicsFoundation EngineeringGroundwater AnalysisSlope Stability AssessmentRetaining Wall DesignExcavation Support SystemsEarthworks and GradingConstruction Review and Field InspectionRisk Assessment and MitigationTechnical Report WritingProject Planning and Coordination
CORE COMPETENCIES	<ul style="list-style-type: none">Technical ExcellenceCritical Thinking and Problem SolvingProject LeadershipClient FocusCommunication SkillsTeam CollaborationAccountabilityContinuous ImprovementHealth & Safety Leadership

WORK CONDITIONS

- Combination of office, remote, and field environments.
- Frequent travel to client and project sites throughout Ontario.
- Outdoor work in varying weather and site conditions.
- Occasional lifting, walking on uneven terrain, and site access requirements.
- Ability to wear required Personal Protective Equipment (PPE).

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ELIGIBILITY REQUIREMENTS

- Legally entitled to work in Canada.
- P.Eng. designation
- Valid Ontario Class G Driver's Licence.
- Reliable vehicle for site travel.
- Ability to travel throughout assigned service areas.
- Ability to meet client-specific site access requirements.

COMPENSATION & BENEFITS

- Annual Salary Range: \$90,000 - \$130,000 plus benefits after probation period

APPLICATION PROCESS

1. Submit your application through the NBM Engineering Careers Portal.
2. Applications will be reviewed by the Hiring Team.
3. Selected candidates will be invited to an initial screening interview
4. Shortlisted candidates may participate in a panel and/or technical interview and a final discussion with the leadership team
5. Reference checks will be conducted for the final candidate.
6. Successful candidates will receive a formal offer of employment.

Applications will be reviewed confidentially and assessed based on qualifications, experience, performance, and organizational needs.

SEND YOUR APPLICATION TO:
[CANDIDATE APPLICATION FORM](#)

SHOULD YOU HAVE ANY QUESTIONS, FEEL FREE TO REACH OUT AT:
careers@nbmengineering.com

ACCESSIBILITY & INCLUSION STATEMENT

NBM Engineering welcomes and encourages applications from people with disabilities. Accommodations are available upon request for candidates participating in all aspects of the recruitment and selection process.