



JOB OPPORTUNITY

Senior Project Manager / Hydrogeologist

STATUS: Permanent
LOCATION: Kingston, ON
VACANCIES: 1
APPLY BY: April 3, 2026
SALARY RANGE: \$91,000 – \$127,400/year

WHY WORK WITH CAMBIUM?

You want to be a part of a trusted, dynamic, and growing consulting and engineering company built of quality people doing quality work in a rewarding environment. We help guide the decisions that build Ontario. We have offices in Ottawa, Whitby, Barrie, Kingston, and Peterborough.

Our team is fun and friendly. Whether it's trips to sporting events, movie nights, monthly socials, or weekend retreats, our team likes to have a good time together.

Our team is hard-working. You'll need to be flexible and able to manage priorities. Sometimes the days are long. But you are always compensated for your efforts. And we support balance with generous paid time off entitlements.

Our team is proud. Donating a portion of our profits each year to important causes and events. Winning awards. You'll find it easy to feel good about working with Cambium.

CAMBIUM REWARDS

Our focus on caring for the employee as a whole person is apparent in the way we reward our people:

- A **competitive salary** and a **100% employer paid benefits program**, that includes critical illness, long term disability, life insurance, and health and dental coverage
- **Generous vacation entitlements**, paid personal days plus sick time allotments to take care of you and your family
- The opportunity to participate in an employer sponsored Registered Pension Plan (RPP), company **profit sharing** opportunities, company **ownership opportunities**
- Financial support for your **professional development** and **flexible scheduling** to help you integrate work and family life

DO YOU HAVE THE RIGHT STUFF FOR CAMBIUM?

You're a dynamic Project Manager with expertise in Hydrogeology, seeking to drive our land development initiatives to new heights. You have strong decision-making skills, and enjoy challenges and collaboration, and driving efficiency in your day-to-day processes. You have a strong set of personal values that align with Cambium's values. You have a positive outlook and attitude. You fit well in a cohesive, cooperative team, where you want to make lasting relationships. You have an internal drive to meet high standards and provide quality effort for great outcomes. You engage with others to create mutual understanding and trust.

WHAT WILL YOU DO?

You will lead multidisciplinary teams of Geoscientists, Engineers, and Technicians on land development projects across multiple sectors. As project lead and technical reviewer, you will oversee groundwater investigations and deliver high-quality technical outcomes. You will mentor junior and intermediate staff and help grow the Water and Wastewater service line by leveraging your professional network and supporting business development initiatives.



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JOB DUTIES

- Project planning, scheduling, allocation of resources, budgeting, overall supervision of project personnel, invoicing and regular communication with clients.
- Responsible for retention of existing clients and development of new clients.
- Supervise and/or prepare hydrogeological proposals.
- Supervise and review hydrogeological reports, drawings, or geologic data to adequately scope and plan projects.
- Supervise field investigations to acquire appropriate data.
- Analysis of hydrogeological data and interpretation of results.
- Directly responsible for the health and safety of any person working on an assignment under the supervision of the project manager.
- Directly accountable for revenue, costs and profitability of projects under his/her management.
- Provide training, guidance, and mentorship to junior and intermediate Cambium personnel in accordance with his/her knowledge base.
- Provide technical peer reviews.
- Travel may be required but will be infrequent.
- Evening, overnight or overtime work may be required.

QUALIFICATIONS

- Bachelor of Science or Engineering Degree in Geoscience / Environmental Engineering
- Accredited in area of expertise by a recognised body (i.e. P.Eng., P.Geo.)
- Minimum 7 years relevant experience
- Attention to detail in all undertakings is essential
- Superior organisational and communications skills are essential
- Desire to succeed in a dynamic, progressive organization
- Familiarity with federal and provincial environmental legislation and regulations
- The successful candidate will demonstrate excellent communication skills with fluency (reading, writing and oral) in English.

Application deadline: April 3, 2026

Visit cambium-inc.com or reach out today to hr@cambium-inc.com

We recognize the diverse nature of applicants and consider a combination of equivalent education and experience. We are committed to providing a respectful and inclusive work environment that celebrates diversity. Accommodation is available upon request for candidates taking part in all aspects of the selection process.

We're all about using smart tech to make hiring smooth and fair. Our AI helps us find the best fit for our team, but don't worry - our people leaders do the important selection work. Ready to see this in action? Apply now and let's get started!