



# Society for Women Environmental Professionals Massachusetts Chapter

March 2008

ISSUE TWO

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Throughout this issue you will find great tips, tricks, and trivia about companies who are going green, how you too you can go green and what resources there are to learn more about going green... because it really isn't easy being green, but it is getting easier and easier everyday.



## Upcoming Events

Save the Date in 2008!

- ◆ **Wednesday, March 26<sup>th</sup>**  
**5:30-8:30pm**  
SWEP Mentoring Night  
Join us for an exciting night featuring a panel of accomplished women in the environmental industry. These women will share their stories and discuss how they overcame obstacles in their career path. Sign up for a new SWEP Mentor-Protégée program! Entry level staff and students are especially encouraged to attend.  
Hogan Campus Center, College of the Holy Cross
- ◆ **Wednesday, May 21<sup>st</sup>**  
**5:30-8:30pm**  
Spring Dinner Event with Luisa Paiewonsky, Commissioner of MA Highway Dept  
Location TBD

See page 3 for more information.....



The newsletter editors are Karen Brody and Katie Newhall, ERM.

## Help Us Name Our Newsletter!

This is SWEP-MA's first Chapter newsletter and we're asking you, our Members, to name our newsletter. The winning entry will receive a free pass to our next Annual Dinner Event. Other SWEP chapters have the *Sentinel*, *Network NJ*, *The Bonnet*, and *The Ptarmigan*. Please email your suggestions to Karen Brody ([Karen.Brody@erm.com](mailto:Karen.Brody@erm.com)).

## Mission and Purpose of the Society for Women Environmental Professionals of Massachusetts

The Mission of the Society for Women Environmental Professionals of Massachusetts (SWEP-MA) is to encourage and promote the leadership, achievement, advancement and professional and personal development of women involved or interested in environmental law, science, engineering, business, education and policy.

To accomplish this Mission SWEP-MA will: Provide a forum to meet, share and discuss technical information and work experiences in the environmental professions; educate members on new developments and current trends in the environmental field; encourage and support members' involvement in leadership and mentoring; encourage and promote the development of business relationships; and encourage and promote public service in the environmental field.

## SWEP- MA COMMITTEE

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## Greetings SWEP-MA Members!

Sponsorship is a great way to bring positive visibility to your firm while supporting the mission of our organization. We rely on sponsorships from firms like yours to keep the cost of SWEP-MA events low. Please consider sponsoring one of our upcoming events this winter & spring! For more information, please contact Alyson Fortune.

### March/April Event

**March 26, 2008.**

*Mentoring event at Holy Cross in Worcester.*

- ◆ Location: Hogan Campus Center at College of the Holy Cross, Worcester, MA
- ◆ Attendance: Anticipate approximately 40-50 SWEP members, plus students
- ◆ Event Details: An invited panel consisting of several experienced women in different facets of the environmental field will share how they got to their place in their careers, what obstacles they faced, and what advice they have. Younger SWEP members and students will be welcome to attend, network with other women in their field, and ask the panel members questions. Light hors d'oeuvres and non-alcoholic beverages will be provided. We'll also have a signup for a new SWEP mentor/protégée program!
- ◆ Sponsorship: \$250, will include your company name and/or logo on promo email/flyers, plus an announcement at the event



*College of the Holy Cross, Worcester*

Please RSVP to [Alyson Fortune](#). Cost will be FREE for members (or new members who sign up that night), FREE for students (with valid ID), and \$10 for nonmembers.

### May Event

**May 21, 2008**

*Dinner event*

- ◆ Location: TBD
- ◆ Attendance: Anticipate approximately 40-50 SWEP members
- ◆ Event Details: We will have a cocktail reception/networking hour with light hors d'oeuvres, followed by dinner. This event will feature our speaker Luisa Paiewonsky, commissioner of the MA Highway Dept. In addition, SWEP will also present a few awards.
- ◆ Sponsorship: \$250, will include your company name and/or logo on promo email/flyers, plus an announcement at the event



If your firm is interested in sponsoring any of these SWEP events, please contact [Alyson Fortune](#) for more information.

**NJSWEP:** Our sister chapter in New Jersey has been very busy with events of their own. Read on for more information on New Jersey's SWEP chapter and contact information.

## Year in Review 2007:

### April 1

North Jersey Program: Hot Topics in Site Remediation hosted and sponsored by Marilynn Greenberg's firm; with Marilynn, Nancy van Dyke, Danielle Cervino

### May 4

Central NJ Program: Annual Regulatory Update at NJDEP chaired by Riche Outlaw and Serpil Guran of NJDEP

### June 7

Joint Program with Philadelphia and Harrisburg SWEP: KIPC Tour chaired by Sue Boyle

### June 8

Event Partner: High Performance Redevelopment Conference. Held in Jamesburg; co chaired by Colleen Kokas and Sue Boyle

### Sept 25

Event Partner: Emerging Brownfield Issues Rutgers Continuing Ed Course co chaired by Colleen Kokas and Sue Boyle; other SWEP involvement: Jessica Lipson, Wanda Monahan, Diane Pupa

### Sept 28

Gala and Scholarship and Award Ceremony. Held at Island Beach State Park. Co-chaired by Tali Engoltz and Regina Wallace of NJDEP; committee all NJDEP sponsored by O'Brian and Gere, Phila SWEP, Sterns & Weinroth, Mainstay Marketing.

### Oct 10

Event partner: Innovative Environmental Technology Conference at NJIT, Newark and Career Fair. Chair: Tracy Straka Career Fair Co Chair: Sue Boyle

### Oct 23

South Jersey Program: Emerging Issues in Remediation, Redevelopment and Regulations hosted by Archer and Greiner; sponsored by Archer and Greiner, Parker McCay, Sterns and Weinroth.

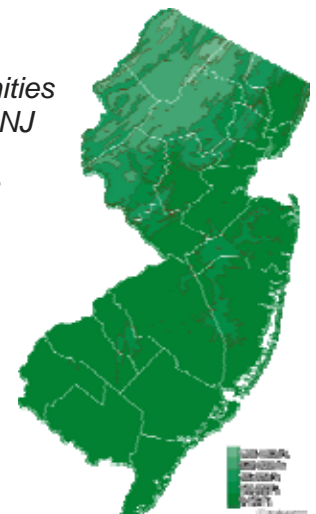
### Dec 13

Central Jersey: Annual Holiday Lunch and Charity Drive at Mastoris, Bordentown. Raised \$940 for WomenSpace, a local service for abused women and their children.

## Other Accomplishments for 2007:

- ◆ Planning Committee for Professional Development Series, to begin in 2008
- ◆ Funds contributed to MentorPower; SWEP added to MentorPower Board
- ◆ Two college scholarships awarded
- ◆ Funds contributed to Philadelphia Touchstone Award
- ◆ Newsletter continues to be TERRIFIC
- ◆ SWEP added to planning group to revamp NJIT's Masters in Environmental Engineering
- ◆ Very cool corn plastic mugs for gala; can be sold for fundraising; branded NJ SWEP as "Growing Great Women in the Garden State"
- ◆ Seem to have had a growth in membership: let's look at #s to confirm; also look at breakdown (more new public sector? private? which part of state)
- ◆ Branded Metro Net as our effort for expansion in Northern NJ and NYC; constructive planning session (s)

*Sue Boyle*  
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# Green Top Tips...

By Alyson Fortune  
Air Quality Scientist

Courtesy of the January/February 2008 issue of [Sierra Club Magazine](#):

1. **Bring Camaraderie to Your Commute (or to your SWEP meeting!).** Carpooling saves gas and turns traffic delays into socializing opportunities. Find fellow riders at [goloco.org](#) and [zimride.com](#).
2. **Be an Informed Eater.** If you're torn between the trout and the halibut, text 30644 with the message "FISH" and the type you're considering to learn which is the more ocean-friendly choice ([fishphone.org](#)).
3. **Junk the Junk Mail.** Inundated by catalogs but too lazy to call and get off their mailing lists? Just register with [catalogchoice.org](#), which will do the legwork for you. (Services like [greendimes.com](#) and [41pounds.org](#) stop other kinds of junk mail too—for a fee.)
4. **Become a Mix Master.** DIY kits make it easy to whip up your own nontoxic household cleanser, skin products, and pet-care items (all from [eco-me.com](#)) as well as all-natural baby food ([freshbaby.com](#)).
5. **Learn to Share.** At [borrowme.com](#), you can find neighbors willing to lend you books, tools, or other things you'd rather not buy.

## Guides to Download...

By Alyson Fortune  
Air Quality Scientist

Sundance channel has a nice **Guide to Greener Living**, full of thorough information & definitions of many green buzzwords, and tips that anyone can adopt. It is available [here](#).

The green news, reviews and interview site "Life Goggles" has a nice downloadable document called **100 Ways to Save the Planet**. Sign up to receive it by email [here](#).

Do you have a green tip, website, or other resource you'd like to share with your fellow SWEP-MA members? Email Alyson Fortune ([afortune@caslab.com](mailto:afortune@caslab.com)) with your ideas before April 15, and they will be featured in the next issue of our newsletter!



### Going GREEN

*These days, "going green" is going mainstream, with the help of popular movies such*



*as "An Inconvenient Truth", celebrity advocates such as Leonardo DiCaprio, and promotions such as the recent "NBC is Green" week on all NBC affiliate channels.*



# Program Committee Update

## Successful January Events 2008

By Alyson Fortune,  
Air Quality Scientist

### 1st SWEP-MA Movie Night a Success!

On Thursday night, January 17, 2008, about a dozen SWEP-MA members and guests attended our first official "movie night" where we watched and discussed the film "An Inconvenient Truth". Based on former Vice President Al Gore's traveling environmental slide show, this film, directed by Davis Guggenheim, presents the scientific issues related to climate change in an easy to follow presentation, broken up by fun cartoons and short personal stories from Gore's childhood and political career.

Halfway through the movie, SWEP-MA held an intermission where members discussed and debated several key points to Gore's line of reasoning. Despite the vague scientific details of the charts presented, the overall trend and theme of the movie was difficult to dispute. Several SWEP members are already seeing an increase in work related to "greening" of facilities. There are many things that the average person can do to help stop global warming (see our "Green Tips" section of this newsletter); when you total all the small changes each of us can make, the impact will be significant!

In early 2007, "An Inconvenient Truth" won an Academy Award (Oscar) for Best Documentary; this past fall, the 2007 Nobel Peace Prize was awarded to Gore and the Intergovernmental Panel on Climate Change (IPCC) "for their efforts to build up and disseminate greater knowledge about man-made climate change, and to lay the foundations for the measures that are needed to counteract such change".

The makers of this film certainly made an effort to 'practice what they preach'. This is the first ever "carbon neutral" documentary, meaning that the carbon produced in making the film (travel, production, etc.) was offset by purchasing carbon credits and funding renewable energy projects. In addition, all DVD case packaging materials were made from 100% recycled cardboard.



For more information on global warming, measuring your carbon footprint, and making daily changes to reduce your impact (includes a nice teacher's guide for anyone who knows a middle or high school science teacher!), go to [climatecrisis.net](http://climatecrisis.net). To see stunning images of what our local Boston map would look like if global warming causes the oceans to rise by 1 meter, check out the following interactive map here: <http://www.msnbc.msn.com/id/20958379>. The effect is even more devastating for cities like Miami and New Orleans.

Special thanks again to our sponsor for this event: [CDW Consultants](http://www.cdw.com). Also special thanks to Tech Environmental for hosting this event, and to Kelly Fagan from Shaw Environmental, Inc. for assisting with the audio visual equipment! Do you have an idea for a future SWEP Movie Night? Please contact Alyson Fortune at [afortune@caslab.com](mailto:afortune@caslab.com) or anyone else on the SWEP-MA Programs Committee.

# Supreme Judicial Court Hears Case Involving LSP Practice

By Michelle N. O'Brien, Esquire

The work of a Licensed Site Professional (LSP) is not easy; the regulations imposed on LSPs continue to get more challenging. A case pending before the state's highest court could change LSP practice significantly and create an additional set of concerns for LSPs.

In a case entitled *Bank, trustee v. Thermo Elemental, Inc.*, the Supreme Judicial Court (SJC) is considering whether perfect compliance with the Massachusetts Contingency Plan (MCP) is required for a party to obtain cost recovery under G.L. c. 21E, § 4. The LSP Association has submitted an *amicus curiae* (i.e., "friend of the court") brief in the case, supporting the position (and the trial judge's ruling) that substantial compliance with the MCP is the appropriate standard. The Court heard oral argument on February 6, 2008, and will likely issue its decision in four to six months.

The case involves commercial property in Waltham where trichloroethylene was detected in groundwater in 1988. The property owner undertook assessment actions and ultimately filed a Response Action Outcome Statement. During the course of the 12-year response actions, the owner "violated" the MCP by not submitting a Phase II Scope of Work and by conducting response actions after its waiver had expired.

While the assessment was taking place, the property owner began the process of seeking reimbursement for its response costs under G.L. c. 21E, § 4 from other parties. The case ultimately went to trial, where a jury awarded the owner 100 percent of its response costs. Over the objections of the defendants, the judge instructed the jury that the plaintiffs could recover "necessary and appropriate" response costs for response actions that were in substantial compliance with the MCP. The defendants argued – and continue to argue in their appeal to the SJC – that the plaintiffs' two deviations

from the MCP bar their cost recovery.

The stakes are high for the parties in the case, but the issue of the standard of compliance with the MCP for purposes of cost recovery actions has broader implications. The plaintiffs' attorney brought the issue to the attention of the LSP Association Board and the LSPA Board agreed to submit an *amicus curiae* brief in support of the plaintiffs' position.

Section 4 of chapter 21E states that a party who has taken a "necessary and appropriate" response action shall be entitled to reimbursement from other

*"The stakes are high for the parties in the case, but the issue of the standard of compliance with the MCP for purposes of cost recovery actions has broader implications."*

persons liable. A different paragraph of section 4 authorizes private parties (instead of DEP) to undertake response actions provided they are conducted "in accordance with" the MCP and "consistent with" response actions taken by DEP. None of these quoted terms are defined in the statute. Because the MCP contains comprehensive requirements for conducting response actions, it was reasonable for the trial judge to interpret "necessary and appropriate" as meaning the response actions must be in compliance with the MCP. The statute only requires, however, that the response actions be "necessary and appropriate." Therefore, the LSPA brief argued that the only reasonable interpretation of section 4 is that the response actions be

conducted in substantial compliance with the MCP.

The *amicus* brief notes that if the SJC determines that strict compliance with the MCP is required for a party to seek cost recovery, then the gains achieved under the privatized cleanup program will be at risk of being lost. Parties will be unwilling to undertake response actions out of fear that they may not be able to recover some or all of their costs if they do not comply perfectly with the MCP. The brief also points out to the Court that there are other mechanisms in place to ensure that response actions performed by LSPs are necessary and appropriate and are done in accordance with the MCP. Those include audits, enforcement actions, and disciplinary actions by the Board of Registration.

The Attorney General filed an *amicus curiae* brief in the case as well, taking the strict statutory construction approach that all section 4 requires is that the response actions be "necessary and appropriate." Like the LSPA brief, the Attorney General's brief also discusses the potential fallout from adopting the defendants' argument and the fact that Chapter 21E already has safeguards to ensure that private parties comply with the MCP. Both briefs can be found on the LSPA web site.

With the benefit of the *amicus* briefs, it is less likely that the SJC will overturn the trial judge's ruling allowing cost recovery in the case. It will be interesting to see, however, how far the Court will go in interpreting the language of Chapter 21E.

*Michelle O'Brien is a shareholder of Mackie Shea O'Brien, PC, where she practices environmental and land use law, including Chapter 21E litigation. Michelle volunteered her time to prepare and submit the amicus curiae brief on behalf of the LSP Association.*

The Society for Women Environmental Professionals – Massachusetts Chapter is pleased to announce that it is accepting nominations for two Awards:



### SWEP Leadership Award

The Leadership award is intended to highlight and honor a woman who is an outstanding role model of environmental leadership within her career and her organization, and an advocate for women professionals in the environmental field.

*Additional Awards Criteria can be found on our website, [www.swep-ma.org](http://www.swep-ma.org). Nominations will be accepted through May 1, 2008.*

Did YOU KNOW?



This past New Year's Eve, the famous **ball dropped in Times Square was lit with 9,576 LED bulbs**, making it twice as bright as the previous year's ball while using half the energy. Learn about light emitting diode (LED) bulbs and how they differ from the more widely known compact fluorescent bulbs, at [Energy Superstore.com](http://EnergySuperstore.com).



## Welcome to our Member Spotlight!

### **Sheila Warren**

Spotlight this month is on Sheila Warren, of Boart Longyear E & I Drilling Services.

Born and raised in Central Massachusetts, Sheila received her Geology degree from the University of New Hampshire. Her deep love of rocks led her into the environmental field, and Sheila has been Business Development for Boart Longyear (formerly DL Maher) for 16 years.

Sheila can be described as “high energy” and when not promoting her company’s specialty drilling services, can usually be found at a professional society committee meeting, planning an event. She has always been an advocate of joining and participating in professional organizations, starting with her tenure as President of the UNH Geology Club. Sheila joined SWEP-MA in 2007 and immediately began by implementing and running SWEP’s inaugural Golf Outing! About her philosophy on professional societies, Sheila says, “the best thing is to get involved – committee work builds relationships resulting in rewarding friendships, not to mention the fun involved with working towards a common goal.”

What you may not know about Sheila - she volunteers at her children’s school by calling Bingo, she is a Fellow S.A.M.E., and she has dreams of breaking 100 at golf someday.

**Welcome Sheila!**

*If you would like to be featured, or have a suggestion for our next Member Spotlight, please contact our Communications Committee.*

### **SWEP-MA Web Site!**

SWEP-MA created and maintains a web site; <http://www.SWEP-MA.org>.

We have recently hired ArcLight Web to redesign the web site.  
Please look for updates soon!

## Member News

**Alyson Fortune**, of Columbia Analytical Services, Inc., will be co-teaching a Professional Development Course (PDC) entitled "Tools of the Trade—Vapor Intrusion Investigation for the Industrial Hygienist" at the upcoming American Industrial Hygiene Conference & Exhibition ([AIHce](#)), May 31-June 5, 2008 in Minneapolis, MN. The all day interactive training course will be co-taught by Alyson Fortune, Bharti Ujjani, CIH and Peter Granholm, CIH, PG along with

Helen Dawson, PhD. from USEPA Region 8. Alyson will be teaching the air sampling, laboratory analysis, and data evaluation section of the PDC. The AIHce is the premier event of the year for thousands of practicing industrial hygiene and environmental health & safety professionals. In addition to being the SWEP-MA Programs Committee chair, Alyson is currently an Air Quality Scientist with Columbia Analytical Services, Inc.

*Alyson Fortune  
Air Quality Scientist*

### NEWSLETTER ARTICLES AND MEMBER NEWS SOUGHT

Your input is crucial to a successful and interesting newsletter. SWEP-MA members are encouraged to provide content for our newsletter. We're happy to use excerpts from articles that you've written or if you're interested in writing an article on a timely regulatory, legal, or technical topic, don't be shy, we want to hear from you. Also, don't forget to send us your news, photographs, job postings and announcements. Please forward all information to Karen Brody at [Karen.brody@erm.com](mailto:Karen.brody@erm.com)

### Women Going **GREEN**

According to a recent marketing agency survey, **consumers still have negative perceptions about green products** and technology, despite the effort of green product manufacturers to dispel these beliefs. The main perceived issues holding consumers back from purchasing green are higher cost, difficulty in understanding the technology, and design aesthetics. Read more about the survey [here](#).

To counter this, Diane MacEachern, founder of **Big Green Purse**, is targeting women (who spend \$0.85 of every dollar in the marketplace, and who are often more sympathetic to environmental causes than men) and challenging them to **shift \$1000 of their annual household shopping budget from traditional products to earth friendly products.**



# Thanks to Our Corporate Sponsors!

## GREEN TV...

There is a fascinating documentary show aired on the Sundance channel called *"It's Not Easy Being Green"*. This eight series follows a family in the Cornwall, England who makes a choice to leave their modern suburban home to tackle a remarkable self-sufficiency project. Hoping to have as little impact on the planet as possible, they wish to still have the comforts of modern living in this unique "green" home. Watch them as they grow (and raise) their own food, harness water power from a nearby stream, build a greenhouse from recycled glass, install green heating systems (and outdoor showers!), and more. Check it out at [Sundancechannel.com](http://Sundancechannel.com).



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# Five Factors That Influence Great Client Service

*By Hollis Chase*

It is not just about getting the business – it is about maintaining it! There has been a great deal written on the issue of client services and client services programs for professional services companies. Whether you are a large firm or a boutique there are various levels of sophistication for developing a clearly defined client services program. Even without a formal program there are everyday issues that all levels of an organization who interact with clients should consider. The following are just a few of the factors that will raise awareness and build stronger relationships with your clients.

## 1. DEFINE CLIENT SERVICE- WHAT IT MEANS TO YOU!

Spend some time thinking about how well you know your clients and their needs- what is important to them and how well you can deliver.

## 2. ADD VALUE

Translate you clients' business objectives to your interactions with them. There is nothing more important to a client than understanding their overall business needs and strategies. Always be aware of changes and developments in their business. Insure they know you are keeping current.

## 3. LISTEN!

Listening is an art not a science. Being a good listener is an active- not - passive activity. Develop these skills and make them your best asset. Pay attention to personality types -recognize various types of personalities and use your knowledge to develop effective relationships with each client.

## 4. STAY IN TOUCH-BE CONSISENT

Communicate with your client on a regular basis. Make it about them. Be genuine, consistent, proactive and informative. Insure you have many "touch points" in your clients' organization.

## 5. OBTAIN FEEDBACK

Get feedback on how you are doing and make the necessary adjustments. Do not be afraid to ask - clients appreciate your interest.



In closing, remember that clients are not always able to evaluate and control the quality and end result of your work, but they can assess the experience they have working with you. As I have always said to my clients about their business development: if they are your client, they are someone else's prospect! Keeping clients happy in this competitive business environment is all about building lasting relationships.

To find out more about managing and expanding your business or building a client services program that works for your company please contact [Hollis@HollisChaseAssociates.com](mailto:Hollis@HollisChaseAssociates.com).

**Hollis Chase is President of Boston based Chase & Associates.** She has been consulting to professional services firms for more than 20 years. Hollis provides facilitation, business development, retreats, project specific strategy planning, and client focused coaching for firm principles.

# Job Opportunities

## Loureiro Engineering Associates, Inc.

Loureiro Engineering Associates, Inc., an employee-owned, full-service multi-disciplinary engineering and construction firm, with offices in Plainville, CT and Merrimack, NH has openings for the following positions in its Environmental Division:

Senior Geologists/Scientists/Engineers  
Project Geologists/Scientists/Engineers  
Project Managers

Responsibilities, depending on the position, range from: performance of field sampling, data management, and reporting on site investigation and remediation projects; preparation of technical drawings and permits; completion of regulatory compliance audits; assignment of project duties while monitoring progress; identification of prospective clients and arranging for proposal submission.

Requirements include B.S. degree in Environmental Science, Geology, or Engineering with 5-8 years relevant experience.

We offer a competitive salary and comprehensive benefits package. Apply online to [Resume@Loureiro.com](mailto:Resume@Loureiro.com).  
EOE/AA

## Sanborn, Head & Associates, Inc.

Sanborn, Head & Associates, Inc. is seeking experienced geotechnical engineers and geoenvironmental engineers and scientists to meet the demands of our growing consultancy. Sanborn, Head & Associates, Inc. is a privately held, multi-disciplinary firm of consulting engineers and scientists providing geoenvironmental and geotechnical services to clients across the United States and internationally. At present our firm includes approximately eighty professionals and support personnel. We are based in office locations in New England, the Midwest, and the United Kingdom. Openings are currently available at both our Westford, MA and Concord, NH offices.

**Geotechnical Project Manager** - Candidates should hold a Master's degree, or another advanced degree, in civil engineering with a focus on geotechnical engineering or related discipline. Broad technical background in various areas of geotechnical engineering including deep and shallow foundations, earth retention systems, dams, groundwater engineering, and earthwork construction is required. Qualified candidates should be able to fully execute a project from proposal preparation, design and execution of subsurface exploration programs through engineering and construction. Four to ten years of related experience, strong quantitative, writing, and verbal communication skills are essential. Professional Engineer registration is preferred.

**Geoenvironmental Project Manager** - Candidates should have broad experience in planning and execution of field investigation programs and development of remedial alternatives for various contaminants in various geologic conditions. Direct working knowledge of, and writing experience for, one or more state regulatory programs is required. Massachusetts Contingency Plan and/or Connecticut Remediation Standards Regulations/Transfer Act experience is desirable. Prior experience with projects that combine environmental remediation with construction is preferred. An advanced degree in environmental engineering or earth sciences and professional registration (P.E., P.G., etc.) are preferred. Four to ten years of relevant experience and strong verbal and written communication skills are essential.

Resumes should be sent to [hr@sanbornhead.com](mailto:hr@sanbornhead.com). For more information about SHA visit our website at [www.sanbornhead.com](http://www.sanbornhead.com).

# Job Opportunities

## **Environmental Resources Management (ERM)**

ERM was ranked as the largest "all-environmental consultancy in the world", ENR (Engineering News-Record, July 3, 2006), for the third consecutive year and now has more than 135 offices in 40 countries employing over 3,000 people. ERM is one of the world's leading providers of environmental, health and safety management and technical consulting services. ERM is looking for:

**Mid-Level Wetland Scientists**  
**Environmental Compliance Assurance Engineer**  
**Senior Air Quality Engineer**

### **Mid-Level Wetland Scientist**

ERM is seeking candidates for a mid-level Wetland Scientists for their Boston office. Minimum education requirements include a Bachelor of Science in natural resource sciences (Master of Science preferred). Minimum experience requirements are 2 to 10 years with consulting experience on local, state, and federal wetland and protected species regulations. Environmental consulting experience in Massachusetts is essential, working knowledge in other Northeast States a plus. Knowledge of related environmental regulations is helpful. The position requires a mixture of field and office work, including but not limited to:

- Wetland delineation/documentation
- Familiarity with GPS equipment
- Functional assessments
- Endangered species surveys
- Habitat evaluations
- Representation of delineations/projects to regulators
- Preparation of multi-faceted permit applications
- Regulatory reviews and strategies
- Preparation of restoration and mitigation plans
- Construction and mitigation oversight/monitoring
- Stormwater management permitting and inspections

### **Environmental Compliance Assurance Engineer**

ERM is seeking an energetic, self-starting Environmental Compliance Assurance Engineer to join our consulting firm in Boston, MA. Minimum education requirements include a BS in engineering with 2 to 10 years of experience with industrial processes and regulatory reviews. The position requires a mixture of field and office work, including but not limited to:

- Reviewing regulatory guidelines and permit requirements
- Gathering facility data and conducting gap analyses
- Determining regulatory applicability and documenting rationale based on specific site conditions and operations
- Auditing industrial facilities against local, state and federal environmental regulations and permit requirements
- Translating regulations into concise, business-style (as opposed to technical style) tasks and system descriptions that cover the application of these regulations at specific client facilities
- Communicating with clients, technical resources, and team members to control budget, schedule and scope

The Boston office of ERM is a rapidly growing and profitable group of professionals who embrace ERM's philosophy of excellence, diversity, creativity, efficiency, and client service. ERM is an equal opportunity employer. Resumes may be submitted to [karen.brody@erm.com](mailto:karen.brody@erm.com).

## Senior Air Quality Engineer

ERM is seeking an energetic, self-starting Senior Air Quality Engineer to join our consulting firm in Boston, MA. Minimum education requirements include a BS in Chemical Engineering, Mechanical Engineering, or Environmental Engineering required, MS preferred. At least 10 years of air consulting experience is required. The position requires a mixture of field and office work, including but not limited to:

- Perform regulatory applicability analyses for combustion and industrial processes
- Develop major and minor air permit applications under New Source Review, PSD, Title V, and state-level regulations
- Perform engineering analyses and detailed calculations in developing air pollutant emissions estimates
- Evaluate air pollution control technology requirements and related economics, per BACT, LAER, and RACT regulations
- Assist clients in determining requirements for emissions testing and monitoring (CEMs), and in procuring related services
- Assist clients in developing and implementing MACT compliance programs
- Conduct and manage emissions inventory projects and compliance audits
- Assist clients in ensuring compliance with Federal and state air regulations
- Project management for air quality permitting and compliance projects
- Mentor junior engineers in air quality permitting and compliance skills

The Boston office of ERM is a rapidly growing and profitable group of professionals who embrace ERM's philosophy of excellence, diversity, creativity, efficiency, and client service. ERM is an equal opportunity employer. Resumes may be submitted to [karen.brody@erm.com](mailto:karen.brody@erm.com).

