

**THE BEST
WORK
STARTS
WITH
BUILDING
THE BEST
TEAM**

BINNIE



WE ARE BINNIE

We are the people behind the infrastructure you use every day. We're small enough to know each other's names, and big enough to be where we're needed. We're looking for professionals who want to build careers and communities that last. We can't do it without you.

WE CARE ABOUT

COMMUNITY

We do everything with an eye on a bigger picture—building better, lasting communities.

COLLABORATION

Communication, collaboration, and integration are built into our project process. We keep our office doors and our minds open.

LONGEVITY

We take a long term view of any solution—from the LEED certifications earned by our team to the workstations and equipment we choose for their energy efficiency, reusability, and recyclability.

PEOPLE

We can't grow unless you do. Investing heavily in our employees' education is a big part of why we have been named one of Canada's Top 100 Employers and one of Canada's Top Employers for Young People in recent years.

WHAT MAKES US DIFFERENT

CULTURE

We are a smart and accomplished firm, but we check our egos at the door. No prima donnas, and no lightweights. We work hard and work smart, but always find time for staff lunches, soccer games, and charitable events to give back to our community.

REPUTATION

From our work on the Port Mann Highway 1 Improvement Project to the Evergreen Line and the Seawall, we have built a reputation as a firm that can be trusted with high-impact projects in British Columbia and beyond. You will cut your teeth on some of the most challenging projects in the province.

CAREER GROWTH

As a fast-growing company that promotes from within, we're looking for ambitious professionals who can outgrow their first role quickly. You'll have opportunities to learn, stretch, and find out just where you fit. We take education and mentorship seriously, giving you the courses, experience, and connections you need to become better.



THE PERKS

A person with short blonde hair, wearing a blue jacket and grey pants, stands on a dark, rocky outcrop. They are looking out over a vast, rugged mountain range. The mountains are covered in patches of snow and have a dark, rocky appearance. The sky is overcast with grey clouds. The overall scene is a high-altitude, mountainous landscape.

COMPENSATION

We offer competitive compensation with Staff Profit Sharing. One of our secrets to success: the employees are the owners. We also support your future through company retirement savings contributions.

VACATION

Our Progressive Vacation Program is a benefit that makes us one of the Best Employers in BC—we understand that you are more than your work.

EDUCATION

We fund professional development initiatives or courses that help you get to the next level in your career. From fresh grads to seasoned veterans, we never stop trying to improve.



HEALTH

Your health matters. We offer Extended Health & Dental Coverage, Flexible Health Spending, Wellness/Personal Spending, a Safety Gear Allowance, and more to keep you safe and healthy, both on and off the job.

FUN

We take fun seriously. Whether it's soccer or coffee clubs, hockey pools, lunchtime yoga, Movember, or Bowling for Big Brothers, everyone can get involved in their own way.

AUTONOMY

If you have an idea, you can run with it. If you have a special interest, we encourage you to pursue it. We don't tie you up in red tape, so you are free to be yourself.

YOUNG PROFESSIONALS AT BINNIE

MENTORSHIP

Our Mentoring Program pairs experienced employees with those in the earlier stages of their career to create meaningful connections and support professional development.

EGBC ACCREDITED EMPLOYER PROGRAM

Binnie is an accredited MIT employer. Our internal EIT program has been recognized for providing a work environment where young professionals can obtain the required training and experience to become a Professional Engineer. Participants in our EIT program benefit from expedited experience reviews and become strong candidates for professional registration.

CO-OPS

Our Engineering Co-op Program provides undergraduate and graduate students with the opportunity to gain valuable work experience before they graduate.

YOUNG PROFESSIONALS (YP) COMMITTEE

Are you looking for ways to increase your impact and add value? Our Young Professionals Committee provides mentorship, professional development, and social events that establish opportunities for the next generation of Binnie leaders to help each other develop, learn and grow.



ALYSSA HERMANN, EIT, M.ENG.
PROJECT ENGINEER

Since starting at Binnie in 2015, Alyssa has pursued continuing education, working up to being a Project Engineer. She is also a co-founder of RISE, a Binnie initiative that aims to raise female voices in a supportive environment through events that connect and empower others in the workplace. Alyssa says, "It's been really great to see the programs and resources available to support people throughout the transitional early part of their careers, like YP, RISE, the Buddy and Mentor programs, and the MIT program which is a huge benefit to EITs."



JEREMY FRIGILLANA, AScT
DESIGN TECHNOLOGIST

Jeremy started in 2017 as a Technologist in our Burnaby office. On what he enjoys the most about his job, Jeremy says "the problem solving - being a piece of the puzzle, and working with internal and external teams to find solutions to unexpected issues is very gratifying."

As the YP Committee Chair, he's grateful for the ample growth opportunities he's received early on in his career and feels supported through the "guidance of managers, mentors and company-wide programs."



JESSICA SOUCY
TECHNOLOGIST

Since joining Binnie as a Civil Technologist in 2018, Jessica has worked on several pump station projects involving design, inspection, reports, and contract administration services. She enjoys spending time on-site where she gets to see the practical side of her designs.

Recently, Jess served as the YP Vice-Chair where she relished in the opportunity to organize YP initiatives and network with peers in other divisions. On previously being the Vice-Chair, Jess says, "It was great to meet up with other YPs and be able to learn and grow together!"



ALEX FRASER BRIDGE IMPROVEMENT PROJECT

With more than 120,000 vehicles using the bridge daily, congestion was a growing problem, where road users were experiencing excessive delays and queues more than 3km long. Binnie acted as Owner's Engineer and Lead Engineer throughout the project to improve conditions with the addition of a seventh lane, an innovative movable barrier counter-flow system, and 13 new dynamic message signs throughout the Lower Mainland.



HIGHWAY 91/17 UPGRADE OWNER'S ENGINEER

The Highway 91/17 and Deltaport Way Upgrade Project is improving traffic operations, mobility and safety, for a critical goods movement route. Binnie previously prepared concepts and a Business Case Report to replace the existing signalized intersections and is now acting as Owner's Engineer to advance the project through procurement, design and construction.

BUILD YOUR CAREER... AND YOUR CITY



YVR LIGHTING UPGRADE ELECTRICAL ENGINEERING

A recipient of ACEC BC 2018 Award for Engineering Excellence, the project involved a complete retrofit of all high mast lighting around the airport apron and used adaptive dimming controls tied to gate schedules to maximize power savings. Our staff provided electrical engineering services that reduced power consumption by 47%, while increasing the average lighting levels by 236%.



ST. PAUL'S REDEVELOPMENT CIVIL ENGINEERING/ADVISORY

Binnie is providing the civil engineering advisory services for the redevelopment of the new 1 million sq. ft. St. Paul's hospital facility project in Vancouver. We provided Legal Survey and Civil Engineering for the planning stage of the facility, including an assessment of the existing site services to confirm the required improvements for both sites.



WHERE DO YOU FIT AT BINNIE?

We are a diverse group, pulling together our unique personalities and skills to produce some of the best engineering work in Canada. This isn't your typical engineering firm—we have roles that are as varied as your interests and we know that finding the right role for the right person matters. Find your fit:

THE CREATIVE

You're an artist. You can see something before it exists, and you love seeing it come to life. You're collaborative, but need time to think, plan, and dream. You can drive down the street and envision a dynamic pedestrian streetscape, or an improvement to a pedestrian overpass.

You could be a:

Landscape Architect | Designer

THE TECHNICIAN

You love math, logic, and order. You calculate and quantify—relying on data, not opinion. If you watch sports, you're interested in the stats behind the game. You provide the formulas, data, and proof behind all our engineering plans, ensuring our projects are safe, sound, and enduring.

You could be a:

Civil Engineer | CAD Technician



THE PROJECT MANAGER

You're strategic and persistent—you push for the end goal. You see the big picture of a project, from start to finish. You would rather lead a meeting than work on a computer all day. You're a positive thinker who always looks for a solution, and won't let a project hiccup slow you down.

You could be a:

Project Manager | Project Management Technician

THE EXPLORER

You would rather be outdoors, and you're not afraid of untamed terrain. You're an explorer who takes your work seriously, and have fun doing it. You work well with a team, and you can see and appreciate the long-term effect of the work you're doing.

You could be:

Engineering Surveyor | Construction Manager | Inspector

Find your place at Binnie. Apply for a posted position or submit a general application on our website:

[BINNIE.COM/CAREERS](https://www.binnie.com/careers)

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