

## **JOB DESCRIPTION– ASSOCIATE PRINCIPAL**

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An Associate Principal with Meridian Consultants serves as a senior leader of the firm, specializing in addressing environmental and planning issues. This role emphasizes internal growth, focusing on mentoring junior staff and fostering the professional development of the team. Associate Principals lead multidisciplinary teams, ensuring projects are completed on time, within budget, and in compliance with all regulatory requirements.

This is an Exempt Position and reports to the Board of Managers of the firm.

### **Leadership & Management**

- Provide strategic direction and leadership to the firm, guiding project teams successfully through environmental review (i.e., CEQA and NEPA) and planning processes.
- Manage project budgets, schedules, and resources to ensure efficient and effective delivery of services.
- Lead internal initiatives to improve project delivery processes and staff efficiency.

### **Technical Expertise**

- Serve as the firm's subject matter expert on environmental review regulations and planning law.
- Provide technical guidance and oversight to project teams, ensuring high-quality and accurate environmental review and planning documents.
- Develop and maintain internal best practices for technical and regulatory compliance.

### **Team Development**

- Actively mentor and develop team members, while fostering a collaborative and supportive work environment.
- Provide regular training and workshop on environmental review processes, technical writing, and project management.
- Lead recruitment and onboarding efforts to attract, integrate, and retain top talent in the firm.
- Develop and implement professional growth plans for junior staff, aligning with their career goals and firm objectives.

### **Internal Focus**

- Collaborate with the Board of Managers to develop and implement strategies that promote the internal growth of the firm.
- Support the development and maintenance of a positive organizational culture that aligns with the firm's values and mission.