



IEA Inc. invites applications for  
**Senior Engineer - Aviation**

Dallas or Houston, TX

**Updated Salary and Benefits**

*EXECUTIVE SEARCH SERVICES PROVIDED BY ADK CONSULTING & EXECUTIVE SEARCH*



## The Organization

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Founded in 2008, IEA Inc. is a professional engineering services and construction management firm with a mission to deliver engineering solutions for a better life. With more than a decade of growth and technical success, IEA has built a reputation for quality, innovation, and positive partnership with clients, communities, and employees alike.

Headquartered in Dallas, Texas, IEA operates multiple offices across the state — including Austin, El Paso, Fort Worth, and Houston — serving public and private clients with a broad spectrum of infrastructure engineering needs. The firm is proud to be certified as a Minority Business Enterprise (MBE), Disadvantaged Business Enterprise (DBE), and Historically Underutilized Business (HUB) entity, reflecting a commitment to diversity in ownership and engagement.

At the heart of IEA's success is a belief that positive partnerships are central to great engineering. This philosophy informs the firm's approach to project delivery, client relationships, and team culture. IEA's employee-owned structure reinforces this mindset — every person's success and contributions are fundamental to the firm's collective achievements.

### **Mission and Values**

IEA was founded to provide high-quality, sustainable infrastructure solutions while fostering a collaborative, performance-driven work environment. As the firm states, change for the sake of change isn't always better; instead, IEA focuses on understanding the unique context of each project and delivering solutions that are both effective and sustainable.

### **Central to the firm's values are:**

- Safety, ensuring that employees, construction crews, and the public are always protected.
- Quality, defined through excellent communication, tailored QA/QC processes, and successful completion of projects on schedule and on budget.
- Culture, built on collaboration, mutual support, and pride in personal and collective achievements.

These values are not just ideas — they guide how IEA tackles every assignment from initial planning through delivery and long-term support.



## The Organization *(continued)*

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### Comprehensive Engineering Services

IEA provides a wide range of civil engineering and construction services that touch many aspects of everyday life and essential infrastructure. The firm's portfolio includes:

- Aviation Engineering, supporting commercial and general aviation clients with innovative airport infrastructure solutions.
- Construction Services, offering oversight, inspection, and management throughout project execution.
- Hydrology & Hydraulics / Drainage, addressing critical water movement, flood mitigation, and stormwater management challenges.
- Federal Project Support, including planning, design, and construction-related services for agencies and government-funded work.
- Highways and Bridges, improving mobility and connection through resilient corridor design.
- Municipal Engineering, enhancing community infrastructure through thoughtful and quality-driven design.
- Traffic and Transportation Systems, optimizing safety and movement for drivers, pedestrians, and transit networks.
- Rail/Transit, delivering engineering solutions that support modern transit needs.

Through this diverse service offering, IEA engineers bring value to communities, solving problems that matter and connecting people through infrastructure that works.





## The Organization (*continued*)

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### **Employee Ownership and Culture**

IEA's culture is a defining strength and a point of pride. The firm fosters a Positive Partnership environment where collaboration, mutual support, and professional growth are encouraged at every level. Employees are empowered to take ownership of their work, contribute to team success, and build long-term careers within the organization.

The leadership team invests deeply in mentorship, career development, and internal advancement, allowing professionals from early career to senior levels to flourish. Annual events, retention and social committees, and recognition programs help reinforce cohesion and a sense of belonging across offices.

IEA also gives back through community service initiatives that extend its positive impact beyond engineering projects. Through volunteer outreach, charitable partnerships, and community action, employees help enhance the places where they live and work.

### **Opportunity and Growth**

As IEA continues to grow, the firm seeks talented engineers who are passionate about infrastructure, challenged by complex problems, and motivated by collaborative success. With a robust benefits package, supportive leadership, and opportunities to work on impactful projects across sectors, IEA offers a platform for meaningful career growth.

Whether you are an experienced professional or emerging talent eager to make a difference, IEA provides a thriving environment where your expertise will be valued, your voice will matter, and your work will shape the communities around you.



# The Community

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## **Dallas & Houston:**

### **Dynamic Centers for Engineering Careers**

Texas continues to attract top engineering talent from across the country, and Dallas and Houston stand out as two of its most dynamic professional hubs. Each city offers a distinct character and set of advantages, yet both share a common foundation: robust infrastructure investment, strong economic growth, and an expanding demand for experienced engineers who want to make a lasting impact.

For professionals considering the next step in their careers with IEA Engineering Solutions, Dallas and Houston provide environments where technical expertise, leadership, and long-term opportunity intersect.

### **Dallas: Strategic Growth and Quality of Life**

Dallas is a fast-growing metropolitan center known for its business-friendly environment, diverse economy, and emphasis on innovation. As a major hub for corporate headquarters, transportation networks, and regional infrastructure, the Dallas–Fort Worth area offers experienced engineers the opportunity to work on complex systems that support large-scale growth and connectivity.

The city's infrastructure landscape continues to evolve alongside population expansion, driving demand for thoughtful planning, modernization, and resilient design. For senior engineers, Dallas presents opportunities to lead technically sophisticated projects while collaborating with a broad range of stakeholders across public and private sectors.

Beyond professional opportunity, Dallas offers a high quality of life that appeals to professionals and families alike. The region is known for its strong school systems, vibrant arts and cultural scene, and diverse neighborhoods that range from urban centers to quieter suburban communities. With a lower cost of living than many markets, Dallas allows professionals to balance career advancement with long-term personal and financial goals.

Dallas also benefits from excellent transportation access, including a major international airport and extensive highway networks, making it an ideal base for regional project work. For engineers seeking stability, influence, and room to grow, Dallas offers a compelling blend of professional challenge and everyday livability.





## The Community (*continued*)

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### **Houston: Energy Leadership and Global Impact**

Houston stands as one of the world's most influential energy and infrastructure centers. With deep roots in power generation, transmission, and industrial systems, the city plays a critical role in shaping how energy is produced, delivered, and adapted for the future. For senior engineers, Houston offers unparalleled exposure to technically complex, high-impact projects that operate at regional, national, and global scales.

The city's engineering ecosystem is shaped by its proximity to major energy operators, utilities, and industrial facilities, as well as its experience navigating regulatory, environmental, and operational complexity. Engineers working in Houston are often at the forefront of system reliability, resilience planning, and modernization efforts—making it an ideal environment for professionals who want their expertise to matter.

Houston's diversity is another defining strength. As one of the most culturally diverse cities in the United States, it offers a rich mix of communities, perspectives, and experiences. This diversity extends to its professional environment, fostering collaboration and innovation across disciplines and backgrounds.

From a lifestyle perspective, Houston combines a relatively affordable cost of living with world-class dining, arts, and cultural institutions. Its neighborhoods offer a wide range of living options, from urban high-rises to established residential communities, supporting different stages of life and career.



## Position Overview

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The Senior Engineer - Aviation leads the planning, design, and delivery of complex airport infrastructure projects across commercial and general aviation environments. Reporting to the Director of Aviation, this senior role oversees multidisciplinary teams and serves as a trusted partner to airports, airlines, regulatory agencies, and stakeholders. Based in Dallas or Houston, the position plays a key role in expanding aviation services throughout Texas while ensuring projects are delivered safely, efficiently, and in full compliance with regulatory standards.

## About the Role

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This is a hands-on leadership role for an experienced aviation engineer who thrives in a fast-paced, deadline-driven environment. The Senior Engineer - Aviation manages multiple concurrent assignments, supports business development efforts, and contributes to growing a high-performing aviation team. After an initial onboarding period, a hybrid schedule may be available with management approval.

## Key Responsibilities

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- Lead planning and design for runways, taxiways, aprons, terminals, roadways, and support facilities
- Manage project scope, schedule, budget, quality, and risk
- Coordinate internal and external multidisciplinary teams
- Serve as primary liaison for clients, airport authorities, FAA, TSA, and stakeholders
- Review and approve design documents, technical reports, specifications, and cost estimates
- Ensure compliance with FAA standards, grant requirements, and applicable regulations
- Oversee construction administration and contract support services
- Mentor direct reports and support recruitment and team growth
- Contribute to proposals, presentations, and client relationship development





## Leadership Qualities and Style

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The successful candidate brings technical depth in airside and landside infrastructure, strong organizational and communication skills, and the ability to guide projects from concept through construction. They demonstrate sound judgment, a commitment to safety and quality, and the ability to foster collaboration among engineers, clients, and regulatory partners. A proactive, solution-oriented mindset and dedication to professional excellence are essential.

For the full job description, [click here](#).

## Preferred Qualifications

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- Bachelor's degree in Civil Engineering from an ABET-accredited program
- Active Texas PE license, or ability to obtain within six months
- Six (6) or more years of aviation infrastructure design and project delivery experience
- Proficiency with project scheduling tools (MS Project or Primavera P6 preferred)
- Familiarity with Autodesk Civil 3D for delivering project design and construction documents
- Strong knowledge of FAA design standards and airport operations

## Salary and Benefits

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The salary range is \$155,000 - \$175,000. A starting salary above \$175,000 is possible for the exceptional candidate and will be determined by the candidate's qualifications/experience. There is an attractive range of benefits, including health insurance, life insurance, 401k matching, paid time-off, and a flexible/alternate work schedule. Variable discretionary bonuses are offered, along with the potential for a one-time sign-on bonus and for a monthly vehicle allowance or a company-provided vehicle.



## How To Apply

To apply online, [click here](#).

**Deadline for applications: May 10, 2026**

The contacts for this search are:

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IEA Inc. is an equal-opportunity employer. We support diversity and are committed to creating an inclusive environment for employees.

