BANNING ENGINEERING

Entry-Level Civil Engineer (EIT)

May 2027 start — launch your civil engineering career with Banning Engineering.

Department: Civil Engineering
Reports To: Project Manager
Location: Plainfield, Indiana
Employment Type: Full-Time — May 2027 Start
FLSA Status: Exempt

POSITION SUMMARY

Are you ready to start your engineering career and make a real impact in the communities where people live, work, and thrive?

Banning Engineering is seeking a motivated Entry-Level Civil Engineer to join our growing team. This role offers the opportunity to work alongside experienced engineers and project managers on a diverse range of projects across multiple disciplines, including site development, municipal infrastructure, transportation, water resources, GIS, surveying, and utility design.

At Banning Engineering, we're committed to helping young professionals grow through mentorship, collaboration, and meaningful project experience. If you're looking for a career where you'll gain hands-on experience, build technical skills, and contribute to meaningful projects that improve communities, we'd love to meet you.

WHAT YOU'LL DO

- Assist with planning, design, and delivery of a variety of civil engineering projects
- Perform engineering calculations, technical analysis, and design support activities
- Prepare plans and exhibits using AutoCAD Civil 3D and related software
- Support site development, municipal infrastructure, transportation, utility, and water resource projects
- Research codes, regulations, and permitting requirements
- Coordinate with engineers, surveyors, GIS professionals, and project managers
- Participate in occasional field visits, site observations, and client meetings
- Assist with project documentation, reports, and technical deliverables
- Learn industry best practices while working alongside experienced engineering professionals

WHAT WE'RE LOOKING FOR

- Bachelor's degree in Civil Engineering or a related field
- Experience from previous civil engineering internships, coursework, job shadowing, or externships
- Familiarity with AutoCAD Civil 3D is a plus

- Strong communication and interpersonal skills
- Desire to learn, grow, and contribute as part of a team
- Positive attitude and strong work ethic

WHY JOIN BANNING ENGINEERING

- Exposure to multiple civil engineering disciplines
- Mentorship from experienced engineers and project managers
- Opportunity to work on real projects that improve local communities
- Collaborative, team-oriented environment
- Diverse project experience that builds a strong foundation for your career

BENEFITS

- 100% employee-owned (ESOP) — company shares are held in a trust on behalf of employees as a company-funded retirement benefit
- 401(k) with company match
- Comprehensive medical, dental, and vision coverage
- Paid time off and paid holidays
- Professional development support, including continuing education and support toward PE licensure
- Real work-life balance from a firm whose people will tell you it actually holds

ABOUT BANNING ENGINEERING

Voted Best Place to Work — 6 Years in a Row

Banning Engineering is a civil engineering and land surveying firm based in Plainfield, Indiana, with an additional office in Pendleton. We are 100% employee-owned through an ESOP trust, which means the people who do the work share in the success of the firm. Our team supports transportation, land development, water and wastewater, and surveying projects across Indiana, with a culture built on collaboration, ownership, and a genuine commitment to work-life balance.

As a firm deeply rooted in civil service, we take pride in improving the communities we call home. Whether we're helping develop infrastructure, supporting local municipalities, or enhancing public spaces, our work is focused on creating safer, stronger, and more connected communities for future generations. We believe engineering is about more than design — it's about making a lasting impact where people live, work, and thrive.

CONNECT WITH US TODAY

Send your resume to **hr@banningengineering.com** and connect with Banning Engineering on LinkedIn to hear about new openings first.

Banning Engineering is an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, age, disability, veteran status, or any other protected status.

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