

About Us

10-4 Engineering PLLC is a Chicago-based civil engineering firm founded by experienced transportation engineers with more than 100 years of combined experience delivering complex infrastructure projects throughout Illinois and the Midwest. Our name comes from the phrase “10-4,” meaning *message received, taking action*. That same mindset guides how we communicate, solve problems, and deliver work that meets our clients’ goals. While our foundation is in bridge and structural engineering, we are expanding our multidisciplinary transportation capabilities. We currently have a strong pipeline of roadway-related work and are looking for an experienced engineer who can help deliver these projects while contributing to the growth of our roadway practice. This role offers a rare opportunity to take on both technical leadership and strategic growth responsibilities within a small, collaborative firm where your ideas and contributions will directly shape the future of our transportation services.

About the Job

We are seeking a licensed Senior Roadway Engineer (7+ years) and a Senior Roadway Manager (12+ years) (Illinois PE) to join our team. This position combines technical roadway design leadership, project management, and team development. The selected candidate (dependent on experience level) will lead roadway design efforts across planning, preliminary engineering, final design, and construction support while helping expand the firm’s roadway capabilities and client relationships. You will work closely with the firm’s leadership and structural engineering team while coordinating with geotechnical, drainage, traffic, and utility disciplines to deliver high-quality transportation projects. This is an ideal role for an engineer/manager who enjoys both hands-on design work and helping build something new within a growing firm.

What You Will Do

- Assist and/or lead roadway design, geometric layouts for highways, roadways, and related transportation infrastructure.
- Prepare/review plans, specifications, cost estimates, and quantities in compliance with IDOT, Tollway, Metra, and CTA.
- Serve as PM and/or Engineer of Record, supporting project scoping, budgeting, scheduling, and overall project.
- Coordinate with structural, geotechnical, traffic, and utility disciplines to deliver design solutions.
- Communicate with clients, public agencies, and stakeholders to support projects and represent the firm at industry events.
- Mentor junior engineers and provide technical guidance while helping develop a strong roadway team.
- Contribute to the growth of the firm’s transportation practice through proposals, technical approaches, and strategic project pursuits.

What We Are Looking For

- Based in the Chicago area or willing to relocate.
- Bachelor’s degree in Civil Engineering (Master’s degree is a plus).
- Professional Engineer (PE) license in Illinois is required.
- Approximately 8–15 years of roadway design experience, ideally including IDOT or Illinois Tollway projects.
- Strong experience with MicroStation and OpenRoads Designer.
- Experience preparing complete plan sets, specifications, and cost estimates.
- Familiarity with IDOT design manuals, Tollway standards, and FHWA guidelines.
- Strong written and verbal communication skills.
- Ability to manage multiple projects and guide junior staff.
- Interest in contributing to the growth of a small, collaborative firm.

Compensation & What We Offer

- Base salary: \$120,000 – \$200,000
- Compensation will vary based on experience level, résumé/portfolio, technical skills, licensure, leadership/industry impact, and overall fit.
- Fifteen (15) days of paid time off each year
- Seven paid holidays, including one floating holidays
- 401(k) plan with a 4% company match
- Health, dental, and vision insurance
- Life insurance
- Flexible spending and health savings account options
- Short term and long-term disability coverage
- Hybrid and flexible work schedule

Ready to Take the Next Step?

At 10-4 Engineering, you will find the rare chance to shape your career while working on challenging projects alongside seasoned mentors who truly care about your growth. If you are ready to step up, learn, and help us build the future, we would love to meet you.

For more information or to apply, please reach out to **Siobhan Sullivan** (siobhan.sullivan@10-4eng.com) and **Hemal Patel** (hemal.patel@10-4eng.com).

10-4 Engineering PLLC is proud to be an Equal Opportunity Employer.