

What Urban Systems people say



Sarah Marsh,
Landscape Architect Intern

Hired in 2002

"Everyone here seems to love their job and feel challenged by what they do. The positive atmosphere is energizing – I'm never bored!"

Dylan Houlihan,
Planning Consultant

Hired in 2001

"The best thing about working at Urban Systems is the amount of support I receive to help me achieve my goals and aspirations. The free doughnuts are nice, too."



Serena Fuoco, Transportation
Civil Design Technologist

"It's great knowing that there are no limits put on what I can do and where my career can go at Urban Systems. We are all committed to doing the best work we can and it shows."

Matthew Davis, EIT,
Project Engineer

Hired in 2003

"The work at Urban is always changing and I am constantly being challenged by new projects and concepts."



Our People Are:

Guided: Our supportive culture promotes individual coaching, performance planning and feedback. The University of Urban Systems (U of U), our in-house training and development centre, provides courses specifically tailored to the unique needs of Urban Systems people.

Respected: At Urban Systems everyone has an important contribution to make. Our lack of hierarchy means leadership is spread wide and individual expertise and leadership potential is acknowledge and rewarded. We encourage diversity – of experience, thought and background.

Engaged: We work hard to foster an environment rich in two-way communication and team spirit. People are presented with challenging and rewarding work and supported in developing to their potential.

Appreciated: We provide financial compensation, including a competitive base salary, benefits package and potential to earn additional financial rewards based on outstanding performance. We also recognize and celebrate individual and team accomplishments in unique and fun ways.

Trusted: Mutual trust is the foundation of our company. Our culture requires high levels of responsibility and accountability and delivers a great sense of accomplishment and personal job satisfaction. People are afforded a lot of autonomy, flexibility and independence here and they respond by giving Urban Systems their best.

Sound like a good fit?

We are always excited to talk with qualified and enthusiastic people who are interested in joining our team in any of our branch locations.

If Urban Systems sounds like a good fit for you, we encourage you to visit our website to learn more about us and explore available opportunities. If you don't see the job you want, you're always welcome to forward your resume along with a covering letter and completed candidate questionnaire to careers@urban-systems.com or simply give us a call.

Urban Systems locations:

Kamloops
Kelowna
Ft. St. John
Calgary
Edmonton
Richmond
Nelson



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www.urban-systems.com



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Great People Providing Great Service for Great Clients



About Urban Systems Ltd.

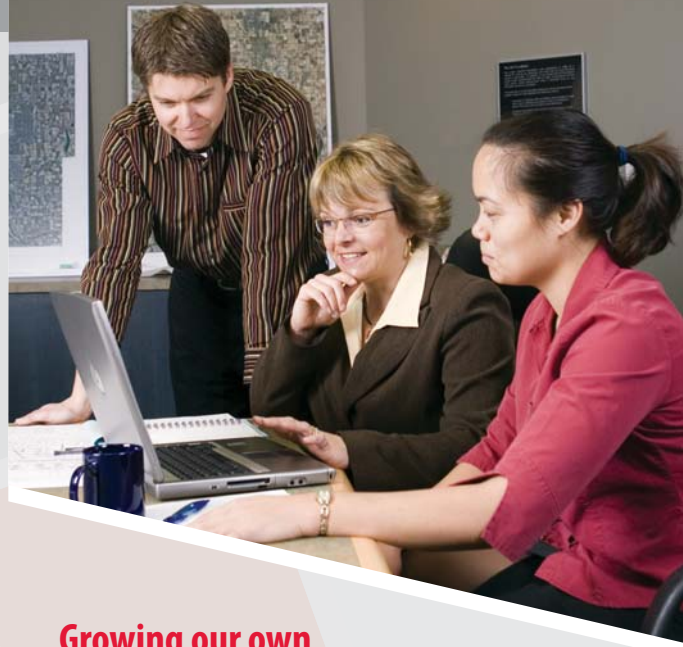
At Urban Systems, we believe success is a journey not a destination.

We are over 250 individuals who are traveling the road to success together. We've been on this journey for over 30 years and are proud to say we haven't arrived yet. We are continually learning, advancing and expanding to meet the unique and changing needs of our clients and our people.

Urban Systems people represent three generations of age and experience as well as a balance of professional, technical and support staff. Our practice spans a broad range of disciplines including civil engineering, planning and landscape architecture.

Our clients, located in Alberta and British Columbia, are large and small, public and private, sophisticated and unsophisticated.

While we are constantly adapting, there is one thing that never changes at Urban Systems – our core values. We place the utmost importance on trust, integrity, longevity, diversity and our partnering culture. We focus on four bottom lines, not just one. While a healthy financial bottom line is important, we believe that investing in our clients, people and business is equally important to long term success.



Growing our own

We are committed to “growing our own” at Urban Systems. For us, that means hiring students and recent graduates every year and providing an enriched work experience that fosters their rapid development.

Our supportive culture incorporates formal coaching, mentoring and peer networks. Personal Development Plans (PDPs) are the roadmaps our people use to chart a course for continuous career growth and to understand what's expected of them along the way. We are strategic and intentional when it comes to providing our people with professional development opportunities that are challenging, rewarding and enable them to become proficient in a variety of areas.

We're proud of the work environment that we have created, but appreciate that it won't be the right fit for every talented candidate that comes along. During recruitment and selection we take our time to assess compatibility between an individual's values, philosophies, ethics and standards with those of Urban Systems. We put a lot of energy into the recruitment process because we know that when there is a good fit, great things can happen.

Are you the leader we're looking for?

We're looking for a few more “leaders in the making” to help us get where we're going.

Urban Systems is owned by employees – a group of 40 partners who are all active leaders in the company. We nurture leadership within our ranks and are intentional about transferring knowledge, management and ownership to the next generation. Partnership is available to any employee who demonstrates exemplary leadership ability. We're less traditional than most, with a leadership structure that is non-hierarchical and flexible in nature.

Leadership takes many forms and our people are encouraged to look for opportunities to lead in ways that are meaningful to them. For some this means playing an active role in the coaching and development of novice consultants. For others it means taking ownership for continuously strengthening our practice.

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What are you passionate about?



Workplace of choice

Urban Systems' vision is to be the workplace of choice. We know this won't happen by accident so we put tremendous energy into creating an environment where our people are supported, challenged and can thrive. In turn our people invest their time, energy and creativity in making Urban Systems a great place to work. Over the years we have nurtured a unique culture that attracts and retains some of the best talent in the industry. It's also attracting positive attention from across the country.

For the past three years MacLean's Magazine has named Urban Systems one of Canada's Top 100 Employers. In 2006, MacLean's also selected Urban Systems as one of British Columbia's Top 20 Employers and one of Canada's Top 10 Family Friendly Employers. In 2006, Canadian Business Magazine ranked Urban Systems fourth in their list of the 30 Best Workplaces in Canada.

Being the best place to work naturally translates into offering our clients the best consulting service because, as we know from experience, when people are happy doing what they do, they do it very well.