

NOW HIRING

Position: Professional Civil Engineer (PE)

Location: San Antonio, TX

Date: 2/6/2026

Job Description

Datapoint is seeking a Civil Engineer PE (Professional Engineer) that has a great positive attitude and the knowledge/desire to design, develop, and oversee civil engineering tasks in a wide range of disciplines (i.g. commercial, residential, energy, oil & gas, transportation, hydrology, utilities, etc.). This position is a good fit for someone that is looking to work within a small team with diverse project opportunities; a person that wants to be a part of the department's growth and success well into the future.

Key Responsibilities

- **Communication:** Work with clients, contractors, brokers, stakeholders, and other engineers to coordinate and collaborate project activities and resolve challenges
- **Leadership:** Guide, instruct, and inspire team members. Pass on your knowledge and wisdom so the team succeeds together
- **Design and Development:** Create detailed designs, specifications, calculations, and provide recommendations for various projects
- **Project Management:** Oversee project development, schedules, budgets, production, deliverables, and manage client expectations
- **Regulatory Compliance:** Ensuring projects adhere to legal guidelines and regulations, meet life-safety challenges, and manage project risk
- **Construction support activities:** Conducting site assessments to monitor progress and quality of work, review RFIs, and RFQs to ensure smooth and supported construction activities and adherence to design plans and specifications

Other Civil Engineer duties and responsibilities include; (1) Analyzing survey reports, long-range plans, maps and other data to design new projects, (2) Considering budget, regulations and environmental hazards during risk-analysis stage, (3) Preparing material, equipment and labor cost estimates and confirming costs are within the budget, (4) Forecasting design and construction timeline, (5) Completing and submitting all permit applications to the appropriate agencies and ensuring projects are compliant throughout the design and construction stages, (6) Reviewing geotechnical reports to establish soil strength and project feasibility, and (7) Using design software to create project drawings and renderings.

Required Qualifications:

- Professional Engineering (PE) license (3 - 10 years); in Texas or the ability to obtain license within 3 months from the start of employment
- PE license must be in good standing with all applicable state licensing boards; candidates may be asked to disclose any prior license suspensions or revocations
- High Proficiency with computer-aided design (CAD) software (Civil 3D 2023 or higher)
- Proficiency with H&H software (i.e. HEC-HMS, HEC-RAS, Hydroflow, etc).

- Advanced calculus and trigonometry skills (including expert skills in Excel spreadsheets)
- Excellent organizational and time management abilities
- Demonstrated leadership and teamwork capabilities
- Strong interpersonal and communication skills
- Advanced decision-making and problem-solving skills
- Ability to multitask effectively
- No adverse legal or regulatory judgments materially affecting professional licensure or ability to practice

Desirable Qualifications:

- Licensed in surrounding States: Oklahoma, New Mexico, etc.
- Other CAD and H&H software packages
- Flexible schedule for potential out-of-town project needs and company-sponsored events
- Interest in supporting business development through events, sponsorships, and client engagement activities

Benefits

- Insurance: Health, dental, and vision insurance, HSA plan option, and AD&D policy. Details of coverages can be provided during interview process
- Generous PTO accrual and roll over. No delayed vesting of accruals.
- Holiday Pay: Regular salary pay received on the following company holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Friday after Thanksgiving Day, Christmas Day
- 401K investment opportunity
- Annual bonus structure based on company and individual performance.
- Commission incentives for developing new business

About Datapoint Surveying and Mapping

Datapoint is a trusted professional engineering and land surveying firm that was established in 2020 and has been successfully built from the ground up with a key focus on compiling an industry-leading team and state-of-the-art technology to provide our clients with the best possible service at a great value. We're a growing firm with strong experience and skill levels across multiple disciplines and markets and provide ample room for professional development, growth, and advancement within the organization. We truly believe that our people make the difference, and we do our best to reward those who help us strive for the mutual success of the business and our team!