

Project Engineer – Anaerobic Digestion & Industrial Wastewater

At Azura we tackle challenges in anaerobic digestion / biogas, industrial wastewater, and waste-to-energy area. When an organization is having challenges with their process systems, we are their “First Call”.

The Azura reputation lies with our expertise to optimize processes, provide expert opinions in legal matters, perform due diligence to determine the risks and viability of projects, and ensure the outputs from anaerobic digesters and manufacturing facilities meet both legal requirements and business needs.

We also work with start-ups, inventors, and innovators to support novel solutions, validate their ideas, and help grow and scale their businesses.

By joining an “established start-up” firm, in a niche technical area, you recognize this opening is an opportunity to have a real impact. You will be able to have a tremendous impact on your career, our company, and our clients’ sustainability and business goals.

Your Role as Project Engineer

You will work one-on-one with Dave Ellis - our Founder - with 30 years of experience in wastewater and anaerobic digester engineering. Working together, you will collect and analyze process and business data, develop process and business solutions, and document all this work for our clients. The diversity of work and breadth of experience you will gain at Azura is unmatched in the industry. From laboratory testing and hands-on R&D, to creating anaerobic bioprocess training modules, business canvas and financial modeling, you will see it all.

The Azura team works in a close-collaborative manner, whiteboarding ideas and approaches to serve our clients. You will be responsible for capturing these ideas as a project is underway, documenting them, and then putting them into a logical, coherent plan for implementation. Once the plan is accepted by the client, you will be constantly gathering data to monitor the plan’s impact, and assisting in maintaining great relationships with the client’s staff.

This is an in-person role based in Waterloo, Ontario, with visits to client locations in Canada and the USA.

What You Need to Succeed

- **Initiative**, you need to look at a problem as an opportunity to learn and have a desire to do the intellectual hard work to find a solution.
- **Innovativeness**, at Azura our clients are looking for practical solutions.
- **Inquisitiveness**, do you know the “Five Whys” format? Our success is based on solving the root causes of problems not just putting bandages on symptoms.
- **Integrity**, Azura values trust and that trust is founded on being real and providing realistic feedback-our clients must want to keep us on after a project is completed.

Other Important Candidate Assets

- Engineering degree in related field.
- 3-5 years of hands-on, client-facing, field experience.
- Strong interpersonal skills relating to clients and creating and delivering presentations.
- Technical and case writing experience.
- Technical analytical practice and spreadsheet formulations.
- Business-oriented mindset.
- Marketing, business development, and sales skills.

Your Future at Azura

As we build the Azura team, you will become a recognized leader in your technical field.

As we build Azura’s business, you will get profit sharing far beyond traditional consultants.

And yes, if you have an intrapreneurial motivation, as we succeed you can earn your way to becoming a next-generation leader in the business.

What is the Azura Employment Process?

- Research Azura the way we research prospective clients. Start with Azura on [LinkedIn](#) and <https://AzuraAssociates.com/>.
- **Check the position Details on our Careers page to get more of the fine points.**
- If you can see yourself thriving with us, please email your resume and cover letter (in pdf format only) about the key points in the Azura website you found interesting and your top three questions that would help you know if this position is a great fit for you. We're at careers2106@azuraassociates.com .
- Selected candidates will begin with a short telephone interview; these will start immediately.
- The top 10 candidates will be asked to take our "Profiles International" assessment; we pay the testing fee. Because teamwork, great communication, and a fun, "can do" work environment are important to us, we're investing to make sure you will love working with us too. Please note we will share this link with you.
- If you end up as one of the top five candidates, you will have a video interview with Dave Ellis, have an opportunity to get answers to your questions, and afterwards you will be given a short assignment to showcase what you can do.
- Once the assignment is reviewed by the Azura Selection Team the final two candidates will have a second interview with Dave and member of the selection team. At this interview you'll get a chance to make a final presentation and the overall winner will be presented with an offer of employment.
- All of this will be completed by mid-July!

We embrace a human-centered workplace, we appreciate the time and effort candidates put into preparing a cover letter and resume for us. We respect all candidates and will do our best to contact those people who are not selected for interviews as those decisions are made.

As a small firm, focused on meeting our client needs, we do not have the capacity to respond to phone calls inquiring about employment. Please do not telephone. Thank you.