



CIVIL ENGINEERING / PLANNING / SURVEYING

RPA is an award-winning 100% employee-owned full-service civil engineering, planning, and land surveying firm based in Montana. We take pride in our personalized service and sterling reputation for designing practical and sustainable solutions for public and private clients.

Founded in 1978, we are proud of our dedication to client service and commitment to our staff over the past 45 years. Some of our core values are listening, respect, integrity, empowerment, teamwork, and social responsibility. RPA offers a flexible, friendly work environment that encourages collaboration and creativity.

### WHAT WE DO

Our consulting professionals work in specialty groups to provide services in the following disciplines.

- Airports
- Natural Resources
- Site Development
- Streets & Highways
- Structures
- Survey
- Transportation Planning & Operations
- Water & Wastewater

### EMPLOYEE OWNERSHIP

We believe that employee ownership is key to our success at RPA and, as a **100% employee-owned** company, you aren't just an employee at RPA, you are an employee-owner starting from day one. As an employee-owner, you have an exciting retirement benefit through our Employee Stock Ownership Program (ESOP). An ESOP is a retirement plan that gives employees ownership in the company in the form of shares of stock. This means that employees are directly invested in the company's success and as the company grows and succeeds, so do our employee-owners.



### OUR LOCATIONS

Recruiting and retaining people who complement our company culture is a top priority at RPA. We provide services from three well-established and connected offices at key locations across Montana. With hiking, skiing, biking, hunting, fishing, arts, theatre, and more right out our back door, each office offers easy access to the things that make Big Sky Country so unique. Whether you want time to explore the backcountry with your family or friends, or savor your solitude, we offer the flexibility to pursue both your profession and your passions—making a career at RPA a great fit for many different lifestyles!



The heart of the Flathead Valley, Kalispell is nestled between three mountain ranges and two ski hills, with Glacier National Park for a backyard.

KALISPELL



Home to RPA's corporate headquarters and the Montana State Capitol, Helena boasts award-winning trails systems, a lively downtown community, and has been named one of the *100 Best Small Art Towns in America*.

HELENA



Named one of the *Best Places to Live in the U.S.*, Bozeman has great food, culture, and access to the outdoors, plus it's a stone's throw away from Yellowstone National Park.

BOZEMAN

## A FEW OF OUR EMPLOYEE BENEFITS

As an employee-focused firm, we promote work/life balance and take a holistic approach to benefits including:



### FINANCIAL WELLBEING

We offer competitive salaries and other financial benefits like a firm-wide bonus structure, employer retirement contributions of up to 25% of earnings (no employee match required), and access to financial planning support.



### CULTURE

We believe in fostering an environment of camaraderie and community. At RPA you can expect company sponsored socials and team building events, including lunches and family-friendly outings.



### **RPA** gives

We love being able to support our employees' efforts to give back to the community through our RPAgives program. This program provides matching for individual donations and paid volunteer hours.



### FLEXIBILITY & TIME OFF

Your time is precious, and we respect that. That's why we offer flexible working hours, paid time for any hours exceeding 40 per week, and generous leave time including annual leave, sick leave, and personal days.



### PROFESSIONAL DEVELOPMENT

We know that growth throughout your career is important, to both you and us! To help you along the way, we offer leadership training opportunities, tuition assistance for higher education and advanced degrees, as well as paid professional registrations and continuing education.



### HEALTH & WELLNESS

Your health matters, and we offer a variety of benefits to help keep you healthy including a flexible medical plan, dental, and disability insurance.

## SERVICE TO THE COMMUNITY

We approach every project with integrity, respect, and careful consideration for the distinct needs of our clients and their communities. Social responsibility is a core value woven into the fabric of our culture. In addition to RPAgives, RPA supports our communities through endowments, scholarships, donations to nonprofits, and coordinated company volunteer opportunities. We are committed to giving and paying it forward!

## WHAT WE LOOK FOR

We are always looking for talented people! Finding the right fit matters to us and we believe in supporting our team members through continuing education and mentorship. The individual qualities we want in our team are self-motivation, intelligence, common sense, and industriousness. We value the ability to communicate and work well with others.

Whether you are a recent grad or seasoned professional looking for a change, we'd love to hear more about your interests and see if RPA could be a fit for the next chapter in your career.



## WE'RE ABOUT PEOPLE

Our employee-owners are the backbone of RPA and what makes this company special. That is why we invest in their professional development, their communities, and their future. It's why we celebrate their accomplishments at work and their life milestones. And it's why we do our best to encourage and ensure they can spend time pursuing their passions and making memories with their family and friends.