

Supporting Your Growth

Grow with us! We are proud to offer ongoing learning and growth opportunities that fuel your spark and foster a rewarding, lifelong career. From career planning and development to a wide array of learning and professional growth benefits, HNTB is intentional about supporting your continued development.



Benefits to Help

Continue Your Education on HNTB



Tuition Reimbursement

If you choose to continue your education, we'll help you pay for it through our tuition reimbursement program – up to **\$10,000** per calendar year for eligible expenses. You're eligible if you're a full-time employee at the time you enroll and at the time you're reimbursed.

Professional Society Participation



Professional Societies

We will pay national and state dues, as well as initiation fees, for one professional society subject to manager approval.



Conferences and Seminars

With manager approval, HNTB will pay you for your time if it falls during normal work hours.



Professional Licensures, Registration and Certifications



We pay you a **one-time bonus** up to **\$1,500** for your first professional licensure, registration or certification achievement. Additionally, we will reimburse you following the successful completion of your final exam for:

- One refresher course you took to prepare
- The exam fee

HNTB Learning & Development



Whether you are new or a seasoned professional, the extensive HNTB learning calendar and on-demand trainings offer something for everyone. Topics include culture, compliance, technical training, leadership and much more.

Career Planning & Development



Career Planning & Development at HNTB is designed to help you chart and fulfill your career aspirations while aligning with organizational strategy, and prepare you for future opportunities through collaborative efforts between you and your manager.