

BLUEPRINTS



halff 2026 SUMMER INTERNSHIP PROGRAM

JOIN US FOR AN INTERNSHIP AND MAKE A DIFFERENCE

Why Halff?

An internship at Halff will allow you to gain valuable experience and build professional connections. Many of our interns return after graduation to start their careers at Halff.

What Makes Halff Unique?

- Career growth and development
- Employee networking groups
- Employee-owned
- Community giving via Halff Community Initiative (HCI)
- Amazing benefits for full-time employees



Award-Winning People and Projects

- Top 500 Design Firms (No. 91), *Engineering News-Record*
- Top Workplaces USA (Employers 1,000-2,499) (No. 10), *Energage*
- More than 90 project awards since 2021
- Seven national project award winners since 2021
- 23 project awards in 2024



"Halff truly invests in their interns. I even attended professional engineering meetings that helped me network and grow outside the office."

- Sophia Shelton,
Structural Engineering Intern, 2025



"I worked on real road and sidewalk projects across North Texas. Getting to use Civil 3D and MicroStation for real designs made me feel like my work mattered."

- Christopher Lee,
Public Works intern, 2025



"Halff truly fosters a culture of learning and growth. It's an inspiring place to launch a career in engineering."

- Brianna McGhee,
SUE/Utility Coordination Intern, 2025

Industry-Leading Solutions

We bring interdisciplinary solutions and exceptional individuals that improve the lives of real people in real communities. The result is a one-stop-shop approach that ensures the right people are on the right job, continually collaborating and communicating with each other and with our clients.



Putting People Before Profit

Halff was founded on a core tenet: Focus on people, treat them well, and success will follow. It's no wonder, then, that our employees and the culture they create result in our firm consistently being named a **Top Workplace in America**.

SCAN QR CODE
TO JOIN OUR TEAM



Discover Halff

Join us for an internship and make a difference.

COLLEGE STUDENTS AND RECENT GRADS



Why Halff?

Begin your career with Halff, where you will develop expertise and be afforded significant developmental opportunities. Our employees are our greatest asset. **Come grow with us.**

Our Benefits

- Medical, Dental and Vision Plans
- Company Paid Disability and Life Insurance
- Annual Bonus Program
- Tuition Assistance
- Professional Organization Membership Dues
- Parental Leave
- Paid Time Off (PTO)
- Pet Insurance
- Gym Allowance
- Investment Plans
 - 401(k) program
 - ESOP (Employee Stock Ownership Program)
 - 529 plan (Child education savings plan)
 - Dave Ramsey's SmartDollar Program

Halff Community Initiative (HCI)

Join your fellow employees in giving back to the communities where we live and work. Our goal is to impact our neighboring communities while raising awareness of causes Halff employees value and support. HCI is funded by employee contributions and company donations.



Employee Resources Groups (ERGs)

Halff's growing employee resource groups are comprised of people with similar backgrounds, experiences and characteristics. Network directly with your peers through ERGs.



Flexible Work Arrangements

We enjoy a flexible work environment that includes the ability to work flexible hours and remotely as coordinated with your supervisor.

Employee Ownership

All employees are enrolled in our Employee Stock Ownership Program (ESOP) after one year of employment. **Company contributions are 3% of total compensation.** Additionally, all employees are eligible to purchase Halff stock, and leaders are enrolled in Halff's stock bonus program.

**SCAN QR CODE
TO JOIN OUR TEAM**

