



Celebrating WIC WEEK!

Only **9.9%** of the
Construction Workforce
Is **Female.**

What Makes Our WICs Tick?

Stephanie Golembeski

Director of BD/Environmental Project Manager



An eight year F&R veteran with a vast background in environmental due diligence services, Stephanie Golembeski most recently served as Project Manager for our Richmond Environmental Group, a role at which she excelled and provided unwavering focus on the needs of F&R's clients. Her "seller-doer" approach, technical knowledge and understanding of all of our core services and how they complement each other made her a natural for a Business Development role. Results oriented and 100% client focused, Stephanie loves a challenge and will move heaven and earth to solve the problems and eliminate the roadblocks experienced by F&R's clients.

Was this career an accident or a plan?

SG: This career was a little of both. I started off pre-med in college but once I got into classes like cell biology and genetics I was bored out of my mind. I'd always liked science and wasn't really sure what else to do but I also knew I was too far along to completely change majors. A lot of my courses were ones I would have taken for Environmental Science anyway so it was a logical move.

When I graduated from college it became obvious that consulting was really one of the few places you could make money with my major so I went to work for environmental consulting firms. Most of them weren't as heavily entrenched in the construction world as F&R but I have grown to really like that part of the job.

What are some roadblocks you have met along the way in your career/education?

SG: To be taken seriously, I've had to speak up and prove myself where possibly others were given the benefit



of the doubt. After having children I went to work part-time. I wasn't always offered a place at the table but I put myself there and then contributed to the conversation to prove that I was in the right place. It's a balance knowing when to push and when to hold back.

Why do you feel there is such a shortage of females in this industry?

SG: I think [women] probably are not exposed to the idea of working in construction to the same extent as men are. From my experience with early education boys are pushed harder than girls when it comes to math and science. That translates to getting jobs such as architects and engineers and working in the construction field. Young girls just don't experience the same exposure.

What is your dream project – the type of project that just thrills you every time you get to work on one?

SG: I really like working on adaptive reuse or in-fill development projects. It's really rewarding seeing a rundown building or a parking lot transformed into a hip coffee shop or a cool apartment building. That brings me a lot of joy to see those projects being constructed in the city rather than urban sprawl. It's been really cool to see the transformation of Scott's Addition and Manchester from industrial not so desirable areas into bustling neighborhoods.

What project are you most proud of?

SG: That's a hard one. Recently I've enjoyed working on Lynx Venture's project called The Current. It's a mixed-use project in Manchester that was originally a parking lot and associated small building. We started by performing a Phase I ESA on the property which lead to soil and groundwater sampling and an asbestos survey. After that we performed two rounds of geotechnical borings on the site and we are currently performing construction materials testing/special inspections during construction. It's been really exciting to see the transformation and I can't wait to see it when it's completed!

If you'd like to rock the construction world like Stephanie F&R has a place for you! Visit our careers page at: [FandR.com/careers](https://www.fandR.com/careers) and see how you fit into our family.



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