

Interview

# Charlotte Maddox

National Water Practice Leader - Lochner, part of Egis group



Charlotte Maddox PE, D.WRE, CFM, PMP is the National Water Practice Leader for Egis in the US. In this role, she provides strategic leadership for Lochner's national water practice, supporting growth, operational excellence, and the delivery of water, wastewater, stormwater, and water resources programs across the United States. Ms. Maddox has roughly 30 years of experience leading large, multidisciplinary teams and delivering complex water and infrastructure programs for public and private sector clients. Her career spans executive leadership, business line management, and technical delivery, with a record of driving growth, improving operational performance, and leading transformational initiatives within large engineering organizations. Ms. Maddox holds a Bachelor of Science in Civil Engineering from the University of Florida and a Master of Science in Civil Engineering with a water resources specialty from the University of South Florida. She is a licensed Professional Engineer in Florida and holds multiple professional certifications. A Fellow of both the National Society of Professional Engineers and the Florida Engineering Society, Ms. Maddox has received global, national and state-level honors recognizing her leadership and technical excellence and has served on several national and state professional boards.

## **From your perspective, how does the global water crisis affect women, and why is it important to include them at the heart of water-related solutions?**

Water is essential to all life and to the health of our planet. The entire human race and all species of animal, fish, bird, and plant life are heavily dependent on safe, clean, and available water for both our survival and for maintaining a good quality of life. So, I don't feel that the water crisis is an issue that is unique to any gender, race, or geography; rather it is universal. That said, women can see things differently than men and have approaches to problem solving that can be less traditional. Since our current challenges involve so many varied issues, it is important that we have diverse teams with broad ranges of experience and expertise developing these more complex solutions; that approach mandates more women be present at the table.

## **In your role, how do you contribute to shaping more inclusive and resilient water services or environmental solutions?**

My current job is to run the Egis US business nationally in this space, so it is all about including water, environment, and resiliency together under one collective umbrella to better serve our clients. By helping to bring together unique professionals representing all types of related expertise, we can evaluate problems in this space in a more comprehensive and inclusive way. I think the key advantage of a global company is that our global staff represents such a wealth of varied experiences and we have such knowledge within the collective group that we can bring to help with problems at the regional and local levels. My job is to help make those connections and share that mindset within the team so that we can offer more value to our clients by evaluating things more holistically.



## **What message or advice would you share with young women aspiring to build a career in the water and environmental sectors?**

I would give them the same advice I would give anyone entering this field, to do what you are most passionate about and to resist any perception about barriers that may exist for you to deter you from that path. When I first entered this field roughly 30 years ago, there were very few women in the profession and there was significantly less flexibility in most of the industry than there is today. However, I never really let those dynamics influence my decisions nor did I spend too much time considering them. I have always done what I loved and made sure I was doing good work in a way that also worked for me and my family. Why spend energy focused on what you think you won't be able to achieve or what barriers, real or perceived, might exist? If you do, it becomes easy for those things to become true barriers or to strip you of the joy you have for the profession. I just focus on doing good work that I enjoy and I try to make a difference. I think that is why I have been able to manage both my career and family successfully and that is the same advice I'd impart to other women.