

SPECIAL SERIES



BREAKING GROUND

A Spotlight on Six Women in the U.S. Environmental Industry

RACHEL ROSZINA

FORGING HER OWN WAY: FROM FIRSTS TO CO-FOUNDER

A career shaped by decisive moments, strong partnerships, and a willingness to lead before feeling ready.



Rachel Roszina has built her career by stepping into the unknown — an approach that has shaped her professional trajectory and defined how she works today. As Co-Founder of Bridge House Advisors Corp., Rachel has carved a unique path to success.

First-Generation Roots and Foundational Influences

Rachel was the first person in her family to attend college. She held two part-time jobs while working on her undergraduate degree in environmental sciences at the University of Minnesota. From an early age, she learned to balance responsibilities and meet her commitments. Rachel credits her parents with trusting her decisions, supporting her unconditionally, and instilling a strong work ethic that prepared her for the challenges, highs, and lows that would shape her future.

Growing up in Racine, Wisconsin, Rachel was encouraged to be outdoors and developed an early love of nature. Mrs. Randall,

her grade-school science teacher, piqued her interest in science. In college, a soil science class inspired her to switch her major from biology to environmental sciences.

Rachel admits that juggling two jobs and managing the rigor of university life was a struggle. Although she was not at the top of her class, Rachel persevered and earned her degree. Her advisor, Dr. J. Bell, instilled confidence and guidance that helped her succeed. “He saw my potential and would not let my grades define me.”

Early Career and Technical Experience

With her degree in hand and Dr. Bell’s guidance, Rachel started her career on a team developing a wetlands delineation certification program, a partnership between the University of Minnesota and the state, which remains in place 20 years later. She then moved to Chicago and joined Environ (now Ramboll), focusing on due diligence while completing graduate coursework in the evenings at the Illinois Institute of

Technology, where she earned her master's degree in environmental management and sustainability.

The early days were not without challenges. On one project, she recalls, Rachel managed multiple subcontractors where a language difference required additional coordination to ensure expectations were clearly understood. She called a temporary stop-work, gathered the crew outside, and took time to reset expectations, working through a crew member who helped translate.

At the time, Rachel was a 26-year-old leading an all-male crew. "I was scared and didn't have the clarity of my next move before I made it. I just knew I had to meet them where they were and find a way to make them understand the objectives," shared Rachel. The approach proved effective, and the experience led to a strong professional relationship, one that continued through many subsequent projects.



Rachel later moved to Environmental Resources Management (ERM), where she worked under Christer Setterdahl, now CEO of Bridge House Advisors. Christer encouraged her and other colleagues to meet clients and taught her how to navigate client relationships. This was another first for Rachel, who had previously stayed behind the scenes. Their team included a cohort of women who could have competed, but under Christer's leadership, they collaborated seamlessly, using their strengths to tackle complex projects.

Employee to Co-Founder

Feeling frustrated with the bureaucracy of managing private equity work in a large corporation, Rachel asked Christer, "Why don't we have our own firm?" Much to her surprise, he had already been planning it. They invited two other colleagues to join, becoming the founding four of Bridge House Advisors. Their gamble paid off, and Bridge House quickly gained clients and hired more staff.

"Those first few weeks, Christer and I were on the road across



the country meeting with clients. Before long, we were 'turning and burning' — nerve-wracking days, because securing those first clients would make or break the firm." Meanwhile, the other Bridge House partners built templates and marketing materials and handled back-office duties. "We only took on work that we could deliver," said Rachel. "We were very cognizant of our reputation from day one." That was in October 2017.

Perseverance, Growth, and Strategic Leadership

A few years later, the pandemic reduced work hours for a few months, but the team did not need to downsize. They rebounded strongly in 2021, hiring 30 additional people.

Rachel's role today is still client-facing, but she also executes high-level projects, aligns deliverables, evaluates workflows, and improves systems and output. She finds that more of her days are spent mentoring others and entrusting them to complete specific tasks.

"Learning to dial back my executional instincts from start-up mode to intentional business mode has been a big challenge.

"Trusting others and building their accountability has required its own personal growth journey."

The shift from building a business to scaling a business as a strategic manager and mentor is tough. Trusting others and building their accountability has required its own personal growth journey." Along the way, she has learned to foster dialogue, build trust, and to take a more intentional approach, developing greater consistency and patience in communication.

Enjoying Life

After her time in Chicago, Rachel returned to Wisconsin,

settling in Milwaukee, “like Chicago, only smaller,” where she has put down roots professionally and personally. Her Italian heritage is evident in her love of cooking, discovering new restaurants, and gathering with family and friends. She is also active in the local community, serving on the Board of Directors of [Cactus Plus](#), an artist-centered multimedia arts education organization focused on accessibility, inclusivity, and sustainability.

“Show up when it's uncomfortable.”

Her advice to women entering the environmental industry is “show up when it is uncomfortable.” Sometimes it is hard to show up in male-dominated spaces or uncomfortable situations, but doing so pushes you forward. “And find champions that will bring you along for the ride, trust and support you, and give you the autonomy to be your best.”



The Future at Bridge House

Rachel's next phase reflects a shift from execution to strategic

leadership at Bridge House. As a seasoned professional, she focuses on guiding teams, shaping direction, and maintaining a clear voice in key decisions.



Bridge House continues its focus on private equity and their portfolio companies, while strategically expanding their service offerings and integrating new tools such as AI for risk screening, predictive analytics, and faster data interpretation. For Rachel, this evolution is a natural extension of her career — bringing together technical expertise, operational discipline, and forward-looking strategy as the firm she co-founded continues to grow and evolve. 📈

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