

Position Description

SENIOR STREAM RESTORATION PROFESSIONAL

Location

Montpelier, Vermont

Reporting Relationship

This position reports to the Water Resources Management group leader

Position Summary

Stone Environmental, Inc. of Montpelier, Vermont is seeking a dedicated Senior Stream Restoration Professional to join our Water Resources Management team. The successful applicant will work with a group of engaged professionals and a variety of partners, including municipalities, regional conservation organizations, state agencies, and watershed stewardship organizations, to develop and lead ecosystem restoration projects, typically involving dam removal, road-stream crossing upgrades, habitat improvement, floodplain reconnection, and bioengineering practices. The candidate will serve as a mentor for engineering staff, provide senior technical support for a variety of natural resources restoration projects, and conduct business development activities. The candidate will have proven success in the technical design of ecosystem restoration projects. The ideal candidate will possess cross-disciplinary experience and a demonstrated ability to apply that experience to the improvement and stewardship of water resources. The preferred applicant will be comfortable supporting all engineering project phases, from conceptual design and scoping efforts to final design, permitting, and construction management/oversight.

Job Responsibilities

- Lead and contribute to business development efforts related to stream and floodplain restoration and stream geomorphology services, including project scoping, proposal development, representing Stone at professional conferences and meetings, and communicating with project partners.
- Lead project teams to meet technical, schedule, and budget targets.
- Mentor and delegate project tasks to junior and mid-level water resources scientists and engineers.
- Provide senior-level technical oversight of engineering analyses and designs, permit document preparation, and construction activities.
- Continue to advance and apply knowledge of current stream restoration practices and relevant design methods.
- Lead and contribute to project meetings and technical discussions with clients, stakeholders, and regulatory agencies.
- Lead and/or coordinate field work efforts that include tasks such as project identification, survey, stream geomorphic assessments, and aquatic organism passage assessments. Field work may include working in inclement weather, hiking through rough terrain, wading in flowing streams, and occasional overnights.

- Travel within and outside of Vermont as necessary to support project work and business development needs.

Required Qualifications and Education

To be considered for this position, the applicant should possess the following minimum qualifications:

- B.S. in civil engineering, environmental engineering, hydrology, or closely related discipline, with a demonstrated interest in water resources.
- 10 or more years of full-time professional engineering and/or relevant stream restoration experience.
- Advanced knowledge of stream geomorphology and demonstrated experience in stream restoration.
- Advanced experience in water resources and stream restoration project design (dam removal, stream crossings, floodplain reconnection, wetlands restoration, etc.).
- Strong proficiency with AutoCAD/Civil 3D.
- Demonstrated experience with, and ability to interpret results of, hydrologic and hydraulic modeling.
- Demonstrated ability to successfully manage multiple tasks and objectives.
- Ability to develop project plans, anticipate and address project challenges, and complete technical reports.
- Excellent communication skills, including the ability to clearly communicate project objectives and tasks.
- Valid driver's license and ability to travel to project sites. Overnights may occasionally be required.

Preferred Qualifications

- Current Professional Engineering license. A Vermont PE license or the ability to achieve a Vermont PE through reciprocity is desired.
- Familiarity with relevant state and federal permitting processes and environmental regulations.
- Experience with advanced hydraulic modeling, including two-dimensional modeling of fluvial systems and sediment transport modeling.
- Experience supervising junior staff.
- Experience providing construction oversight.

How to Apply

Please visit our careers page on our company website at <http://www.stone-env.com> to apply online.

Ms. Joanne Perry
Stone Environmental, Inc
careers@stone-env.com



About Us

Stone is 100% employee-owned environmental science, engineering, and consulting firm located in Montpelier, Vermont, with remote offices in Missouri, Austria, and Germany. Founded in 1992, our mission

is to provide tools, information, and analyses to help our clients solve environmental challenges with integrity, expertise, and innovation. We bring together over 60 scientists, engineers, and foundation staff with diverse backgrounds and skills—and a shared commitment to excellence, creativity, and accountability through employee ownership.

Since 2016, Stone’s employee-owners have taken a direct stake in the value and health of the company through an Employee Stock Ownership Plan (ESOP). This unique ownership and management model is a powerful motivator that inspires close cross-department collaboration and company-wide unity. Stone has an excellent compensation package, including competitive pay; health, dental, and vision insurance; 401K with company match; ESOP benefit; paid time off; and flexible holidays.

But what really sets us apart—and makes employee-owners want to stay at Stone—is our culture, the interesting and meaningful work we do, and the inspiring, dedicated people we work with. Stone has a progressive culture—from open communication, transparent leadership, and the freedom to explore one’s passions—to its commitment to giving back to the community and a firm “work hard, play hard” mentality. Simply put, it is one of the best places to work and why were voted a top place to work in Vermont for the last six years.



Stone is proud to be an equal opportunity and affirmative action employer. We are committed to diversity and inclusion throughout all aspects of employment. The decision to hire, promote, discipline or discharge is based on merit, competence, performance, and business needs. We do not discriminate on the basis of race, color, religion, marital status, age, national origin, ancestry, physical or mental disability, medical condition, pregnancy, genetic information, gender, sexual orientation, gender identity or expression, veteran status, or any other status that is a protected category under federal, state, or Vermont law. Our employee-owners have taken an active role in ensuring our team is diverse in its composition, equitable in its practices, and promotes an inclusive culture.