

Position Description

STREAM RESTORATION PRACTICE LEADER

Location

Montpelier, Vermont

Reporting Relationship

This position reports to the Senior Water Resources Engineer.

Position Summary

Stone Environmental, Inc. of Montpelier, Vermont is seeking a dedicated senior engineer to lead our stream restoration practice. 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 stream 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 ideal candidate will possess cross-disciplinary experience and a demonstrated ability to apply that experience to the improvement and stewardship of water resources in Northern New England. 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.

At Stone the health and safety of our employee-owners is a priority, that's why we are requiring all successful candidates for this position be fully vaccinated against COVID-19 or are willing to become vaccinated as a condition of employment.

Job Responsibilities

- Lead stream restoration practice
- Mentor junior engineers and engineers in training
- Develop restoration projects with partnering organizations
- Provide senior technical oversight of engineering analyses and designs, permit documents, and construction activities
- Participate in project scoping, site assessment, hydraulic analysis, and preparation of engineering drawings, permit documents, construction specifications, and technical reports
- Interact with partners, client representatives, and review agencies
- Support field work, which 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 development needs

Required Qualifications

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

- Current Vermont Professional Engineer or ability to achieve Vermont P.E. through reciprocity. A New Hampshire P.E. is also desirable.
- Strong proficiency with AutoCAD/Civil 3D and hydraulic models
- Demonstrated ability to successfully manage multiple tasks and objectives
- Proven ability to develop project plans, anticipate and address project challenges, and complete technical reports
- Excellent oral and written communication skills
- Legally able to work in the United States (proper documentation required)
- Valid driver's license

Experience and Education

- B.S. in natural sciences, environmental engineering, or closely related discipline, with a demonstrated interest in water resources
- At least eight years of relevant experience in one or more of the technical areas described in the position summary
- Advanced knowledge of stream geomorphology
- Experience with Vermont's stream and wetland regulations is a plus but is not required

How to Apply

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

Ms. Joanne Perry
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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 50 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 four 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.