STONE ENVIRONMENTAL
100% EMPLOYEE-OWNED

Position Description

PROJECT WATER RESOURCES ENGINEER/SCIENTIST

Location

Montpelier, Vermont; hybrid work option available.

Position Summary

We are seeking a dedicated Project Water Resources Engineer/Scientist to join our Water Resources Management team. This position will work collaboratively with engineers, scientists, modelers, and planners on meaningful water resources, stream restoration, dam removal, flood mitigation, stormwater, and habitat improvement projects.

We're looking for someone with strong technical water resources experience, sound judgment, attention to detail, and an interest in applying engineering and science to improve natural systems. The preferred applicant will be comfortable supporting project phases from scoping and conceptual design through final design, permitting, bid administration, and construction oversight.

What You'll Do

- Work collaboratively with project managers, junior staff, and interdisciplinary teams to meet technical, schedule, budget, and quality goals.
- Provide stream restoration, dam removal, floodplain reconnection, aquatic organism passage, stormwater, and/or site civil design using AutoCAD Civil 3D, HydroCAD, HEC-RAS, or similar tools.
- Perform hydrologic and hydraulic analyses and help interpret technical results for project teams, clients, and regulatory agencies.
- Prepare or support federal, state, and local permit submittals.
- Scope, manage, and deliver multiple concurrent assignments at the task and project level.
- Contribute to project meetings and technical discussions with clients, stakeholders, and regulatory agencies.
- Lead and/or coordinate field work such as site reconnaissance, topographic survey, stream geomorphic assessments, and aquatic organism passage assessments.
- Support business development through project scoping, proposal development, professional conferences, local professional organizations, and communication with project partners.
- Continue to advance and apply knowledge of current stream restoration practices, fluvial geomorphology, and relevant design methods.

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

The Qualifications and Experience You Will Need

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

- B.S. in civil engineering, environmental engineering, environmental science, hydrology, or a closely related discipline, with demonstrated interest and experience in water resources.
- 4-8 years of relevant full-time water resources, stream restoration, or environmental consulting experience.
- Excellent oral, written, and interpersonal communication skills.
- Strong ability to troubleshoot, problem solve, and produce detailed, high-quality work.
- Ability to work independently and as part of a collaborative team.
- Demonstrated expertise in water resources, stream restoration, flood mitigation, and stormwater design.
- Experience with hydrologic and hydraulic analysis and modeling, GIS or spatial analysis, and interpreting complex datasets.
- Familiarity with state and federal environmental regulations and permitting processes.
- Ability to scope, organize, and deliver multiple assignments.
- Demonstrated field work experience, including familiarity with QA/QC practices and willingness to conduct fieldwork in a variety of conditions.
- Legal authorization to work in the United States, a valid driver's license, and ability to travel to project sites.

Helpful Skills and Interests Include:

The following skills and interests would strengthen an applicant's ability to contribute to the Water Resources Management team:

- Relevant professional licensure or certification, such as a current Professional Engineering (PE) license or Certified Floodplain Manager (CFM); a Vermont or New Hampshire PE license, ability to obtain one within 12 months, or documented progress of working toward obtaining a PE license is desired.
- M.S. in civil engineering, environmental engineering, environmental science, hydrology, fluvial geomorphology, or a closely related discipline.
- Experience and expertise working within Vermont and New Hampshire's regulatory framework.
- Experience with advanced hydraulic modeling, including two-dimensional modeling of fluvial systems and sediment transport modeling.
- Additional experience with construction oversight and bid administration.
- Experience mentoring or coordinating work with junior staff.

Base Annual Pay

Our best estimate of the salary range for this position located in Vermont is $73,000–$87,000. The offer is determined based on job-related factors including internal comparators, skills, education, training, credentials, experience, and the scope and complexity of role responsibilities. In addition, Stone offers employee ownership and a holistic benefits package.

How to Apply

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

Joanne Perry, Human Resources Manager
Stone Environmental, Inc.
careers@stone-env.com

Why Work at Stone?

Stone Environmental is growing, with plans to expand our services to new regions and clients.

We're a 100% employee-owned environmental science, engineering, and consulting firm based in Vermont. Our mission is to provide tools, information, and analyses to help clients solve environmental challenges with integrity, expertise, and innovation. Our work improves the environmental health and economic vitality of communities we care about.

We believe the best work happens in an environment where people feel respected, empowered, and are part of the decision-making, and we're proud of our collaborative company culture. We support one another, learn together, and celebrate our wins.

Why Employee Ownership?

At Stone you'll have:

- A strong sense of mission. Your work has a tangible impact, from our local to global community, and directly influences the success of our company.
- Flexibility and balance, including hybrid work options and collaboration across our services lines.
- Growth opportunities such as continued education and responsibilities separate from your service-line work.
- Being part of Stone is more than just a job. You own a piece of the company with a stake in its long-term financial success.

Stone is an equal opportunity and affirmative-action employer. We are committed to fairness and equity throughout all aspects of employment. Our employee-owners take an active role in ensuring Stone has a supportive culture aligned with our mission and core values.

Stone has been named one of the Best Places to Work in Vermont for nine consecutive years.

