

Position Description

WATER RESOURCES ENGINEER/SCIENTIST

Location

Montpelier, Vermont; Hybrid work option available

Reporting Relationship

This position reports to the Water Resources Management Service Line Leader.

Position Summary

Stone Environmental, Inc., a 100% Employee-Owned environmental science and engineering consulting firm based in Montpelier, Vermont and voted a top place to work in Vermont for the last six years, is seeking a dedicated Water Resources Engineer or Scientist to join our Water Resources Management team. Our mission is to help our clients solve environmental challenges with integrity, expertise, and innovation. What really sets us apart is our culture and the inspiring, dedicated people we work with. Stone embraces open communication, transparent leadership, the freedom to explore one's passions, and a commitment to giving back to our community.

This position will work with a group of engaged scientists, engineers, modelers, and planners to complete dam removal, aquatic organism passage, stream and floodplain restoration, habitat improvement, flood mitigation, stormwater, and bioengineering projects. The successful applicant will have comprehensive experience in stream restoration design and fluvial geomorphology. 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 technical aspects of all engineering and project development phases, from scoping efforts and conceptual design to final design, permitting, bid administration, and construction management/oversight. This role will include working collaboratively as part of an interdisciplinary team to deliver high-quality products.

Job Responsibilities

- Work collaboratively with project managers, junior staff, and project teams to meet technical, schedule, and budget targets.
- Plan time, schedule, tools, and resources as necessary to complete tasks efficiently.
- Maintain quality work standards.
- Provide stormwater, stream restoration, dam removal, and/or site civil design utilizing AutoCAD, HydroCAD, or similar software.
- Perform hydrologic and hydraulic analyses, primarily using HydroCAD, HEC-RAS, or related software.
- Prepare federal, state, and local permit submittals as needed.
- Scope, manage, and deliver multiple concurrent assignments at the task and project level.

- Lead and contribute to project meetings and technical discussions with clients, stakeholders, and regulatory agencies.
- Lead and/or coordinate field work efforts such as project site reconnaissance, topographic survey, stream geomorphic assessments, and aquatic organism passage assessments. Field work may include working in inclement weather, lifting up to 50 lbs, hiking through rough terrain, wading in wetlands, flowing streams, and impoundments, and occasional overnights on an as-needed basis.
- Participate in efforts to advance Stone's position in the Water Resources Market through project scoping, proposal development, representing Stone at professional conferences and meetings, and communicating with project partners.
- Continue to advance and apply knowledge of current stream restoration practices and relevant design methods.
- 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, environmental science, hydrology, geology, or closely related discipline, with a demonstrated interest and experience in water resources.
- 6+ years of relevant full-time water resources or environmental consulting experience.
- Excellent oral, written, and interpersonal communication skills, including technical writing.
- Strong ability to troubleshoot and problem solve, with keen attention to detail.
- Ability to work independently and as part of a team.
- Demonstrated expertise in water resources, stormwater, flood mitigation practices, and stream restoration project design utilizing AutoCAD Civil 3D and HydroCAD.
- Experience with hydrologic analysis and hydraulic modeling. Experience with GIS and spatial analysis would be advantageous.
- Familiarity with interpreting complex datasets.
- Familiarity with state and federal permitting processes and environmental regulations.
- Project management skills.
- Demonstrated field work experience, including familiarity with quality assurance and quality control (QA/QC) practices and willingness to conduct fieldwork in a variety of conditions.
- Legally able to work in the United States.
- Valid driver's license and ability to travel to project sites.

Preferred Qualifications

- M.S. in civil engineering, environmental engineering, environmental science, hydrology, fluvial geomorphology, or closely related discipline.
- Relevant professional licensure, such as current Professional Engineering license. A Vermont PE license or the ability to obtain a Vermont PE through reciprocity within six months is desired.

- Experience and expertise working within Vermont’s regulatory framework.
- Experience with advanced hydraulic modeling, including two-dimensional modeling of fluvial systems and sediment transport modeling.
- Experience providing construction oversight.

Base Annual Pay

- Our best estimate of the salary range for this position located in Vermont is \$70,000 - \$115,000. This offer is determined based on a number of job-related factors including internal comparators, skills, education, training, credentials, experience, and 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 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 60 scientists, engineers, modelers, technicians, 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.

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 we have been 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.