



Position Description

STAFF SCIENTIST

Location

Montpelier, Vermont

Reporting Relationship

This position reports to the Agrochemical Fate and Exposure (AgChem) Director of Operations.

Position Summary

Stone Environmental, a 100% employee-owned science and engineering consulting company, is seeking a friendly and motivated individual to fill a full-time, entry-level staff scientist position within our AgChem Group. This position supports a wide variety of project types within the group, primarily field studies that are designed to sample the environmental concentrations of pesticides in and around agricultural settings. Attention to detail and quality are key elements of this position.

Job Responsibilities

The individual performing this job will be responsible for the following functions:

- Coordinate with project managers and complete tasks as assigned
- Learn and implement sample collection procedures
- Troubleshoot, repair, problem-solve mechanical issues in a time-sensitive environment
- Lift equipment weighing up to 50 pounds
- Learn, observe, and adapt to new procedures, technologies, and circumstances
- GPS data collection and GIS mapping support

Essential Skills

The individual performing this job will need these essential skills:

- Background in Environmental Science, Plant and Soil Science, Agronomy, or related field
- Basic field science skills or demonstrated aptitude
- Experience collecting and managing field data
- Strong written and verbal communication skills, including technical writing and editing
- Critical thinking and problem solving
- An independent, enthusiastic, self-motivated, and detail-oriented mindset

- Ability to work as a member of a team in a fast-paced, dynamic setting
- Capability to work long hours in the field across multiple days while completing physically demanding tasks
- Ability to travel frequently (4 - 10 weeks per year) during the field season, often on short notice

Preferred Skills

The following skills are beneficial, but not required:

- Proficiency with Microsoft Office Suite
- Experience setting up and operating environmental monitoring equipment
- Familiarity with field sampling equipment and techniques
- Knowledge of scientific study design, implementation, and statistical analysis
- Knowledge of Good Laboratory Practice (GLP) regulations or other quality systems
- Familiarity with agricultural principles including farming practices and equipment for commodity crops, BMPs, plant health evaluation, and agricultural research methods
- Data organization and management, statistics, data analysis and visualization
- Experience or coursework in GIS

Experience and Education

- B.A./B.S. plus demonstrated field experience or coursework in many of the listed skillset areas.

How to Apply

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

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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 five 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.