

## Staff Scientist Job Announcement

Natural Systems Design, Inc. (NSD) is a Pacific Northwest firm of passionate geomorphologists, hydrologists, engineers, fisheries biologists, landscape architects, and ecologists, created to make a positive contribution to the natural world. Founded in 2003, we are an interdisciplinary team of nearly 50+ professional scientists and engineers. We have office locations in Seattle, Bellingham, and Port Angeles, Washington.

### Why work with us?

- ▶ At NSD we work exclusively on aquatic and floodplain habitat restoration, watershed analysis, and restoration planning and design, and we have developed a regional reputation for innovative and excellent work, which results in a constant stream of challenging and interesting projects with great clients.
- ▶ We work collaboratively on highly interdisciplinary teams and aim to consider ecological, geomorphic, hydrological, and engineering perspectives on every technical challenge; this leads to on-going learning and lively discussions.
- ▶ We are a group that is deeply committed to restoration and protection of natural processes, and also to finding solutions that benefit both the ecosystem and the community; we take pride in our work to make the world a better place and we advocate with our clients for the actions needed to make that happen.
- ▶ Our work is highly varied, and ranges from field work in beautiful places – wading streams, surveying from boats, characterizing wetlands – to using state-of-the-art data analysis tools, drafting programs, and hydraulic models in the office, collaborating in client and internal meetings, presenting at stakeholder meetings, writing technical reports, and advising clients and contractors during engineered log jam construction.

**Position Summary:** We are seeking a staff level environmental scientist with a minimum of two years of experience working in the application of environmental science. The successful candidate will have strong knowledge of GIS analysis and applied work experience focused on rivers, streams, and/or wetlands.

The work for this position is primarily in Washington, but some projects may require travel to other areas of the Pacific Northwest. NSD uses a hybrid model of in-office and remote work. Staff are welcome and encouraged to come into the office as much as possible to build relationships and foster collaboration. We are open to a fully remote working location anywhere in the Pacific Northwest Region for the right candidate with the commitment of some recurrent travel to one of our office locations and for field work.

### Responsibilities

- ▶ Technically support project tasks related to Geomorphology, Geology, and Environmental Science
  - Collect field data at project sites, including driving to field sites throughout the Pacific Northwest, hiking and carrying gear of up to 40 lbs. over rough terrain, wading in streams, and taking careful and detailed field notes in all weather conditions.

- Acquire, process, and analyze field data and geospatial data (e.g., lidar, aerial photographs) to support characterization of existing conditions.
- Contribute to historic landscape reconstruction, including describing and quantifying current conditions and historic landscape changes, such as changes to channel morphology, riparian vegetation, instream wood loading, and floodplain connectivity.
- Support hydraulic and hydrologic analysis of existing and proposed conditions, including analysis of observational data (e.g., USGS discharge) and set up and implementation of computer models and analysis of outputs.
- Write technical narratives describing methodology and results of analyses.
- Produce illustrative figures and maps of technical analyses using ArcGIS, Excel, and PowerPoint.
- ▶ Actively contribute to success of Project Teams
  - Proactively and clearly communicate status and results to colleagues, collaborators, and clients through discussions, presentations, data visualizations, and technical writing.
  - Seek out best available science to support innovative, cost-effective approaches to analyses and engineering designs that meet project goals.
  - Organize data and analyses to be reproducible and clearly documented.
  - Ask questions, volunteer knowledge, and maintain an attitude of constant learning and excellence.
  - Take responsibility for assigned tasks and work products, including maintaining clear communication with the project manager and project team to support project workflow and deliverables schedule.
  - Maintain an upbeat attitude and persevere during challenging field conditions including storms, wind, waves, dust, heat, rain, snow and blackberry brambles in terrain including estuaries, rivers, streams, mountains, forests, and deserts.

### **Minimum Qualifications**

- ▶ BS in geomorphology, geology, environmental science, ecology, or related field; or equivalent experience.
- ▶ Strong Proficiency with ArcGIS Pro, including acquiring and importing geospatial and remote sensing data, geospatial analysis using spatial analyst and 3D analyst tools, and cartography
- ▶ Two years of professional experience.
- ▶ Proficiency with data entry, data analysis, computation, and data visualization using Excel.
- ▶ Experience with field data collection, such as topographic survey using Real Time Kinematic (RTK) GPS and/or Total Station, pebble count, channel morphology measurements, field mapping, pool surveys, characterization of bank stratigraphy, soils classification, wetland delineations, floristic survey, etc.
- ▶ Competence with technical writing and technical communication.

- ▶ Valid Washington State Driver's License, or if relocating, acquire valid WA State Driver's License within 30 days.

### **Preferred Qualifications**

- ▶ 3+ years of professional experience in river restoration, geomorphology, or ecology
- ▶ Meets qualifications to become a Licensed Professional Geologist or Professional Wetland Scientist within 3 years, e.g., has passed the Fundamentals of Geology exam, has some educational or position-acquired experience in wetland science.
- ▶ Competency writing and executing scripts for data processing, analysis, and visualization in R or Python.
- ▶ Experience working with and analyzing large digital elevation files (e.g., lidar) and other gridded datasets (e.g., soils, vegetation, climate).
- ▶ Experience in field-based and remote sensing-based quantitative analysis of landscape evolution and fluvial and hillslope morphology and processes, including channel form and adjustment, channel migration, and landform mapping.
- ▶ Foundational understanding of the influence of vegetation and wood on streams and aquatic habitats.
- ▶ Foundational understanding of Pacific Northwest aquatic species, particularly native salmonids.
- ▶ Foundational understanding of environmental regulatory protections applicable to restoration projects in Washington state.
- ▶ Experience working with hydraulic and hydrologic models such as HEC-RAS, RiverFlow2D, SRH2D, HEC-HMS, HEC-SSP, HSPF, VELMA, or other software applications.
- ▶ Demonstrated understanding of and sensitivity to a range of perspectives on relationships and interconnections with the natural world, such as traditional indigenous knowledge.

### **Compensation**

NSD offers competitive salary and benefits, including up to a 4% match on 401(K), 7 paid holidays, and up to 4 weeks of paid time off annually. Salary range beginning at \$60k+ based on experience.

### **Start Date**

As soon as possible, but dependent on timing needs of the right candidate.

### **Hours**

Full-time, generally working within the hours of 7 am–7 pm, M-F, with occasional weekend and/or evening work (e.g., for field work or related travel).

**To Apply:**

Please apply by submitting a resume and cover letter to [jobs@naturaldes.com](mailto:jobs@naturaldes.com).

**Closing Date:**

To receive priority consideration, we encourage interested job applicants to submit their applications by Friday, July 7<sup>th</sup>. Applications will be accepted through July 21<sup>st</sup>.

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NSD is an equal opportunity employer and candidates who identify with groups that are frequently underrepresented in the science, engineering, technology, and math fields are highly encouraged to apply. All candidates will be considered for employment without regard to race, color, religion, national origin, sex, sexual orientation, gender identity, age, or protected veteran or disabled status or any other category protected under law.

In compliance with federal law, all persons hired will be required to verify identity and eligibility to work in the United States and to complete the required employment eligibility verification document form upon hire.