

# Hydrogeologist/Permit Writer (Hydrogeologist 3) (In-Training)

**Salary**

\$65,688.00 - \$97,500.00 Annually

**Location**

King County - Shoreline, WA

**Job Type**

Full Time - Permanent

**Remote Employment**

Flexible/Hybrid

**Job Number**

2024-WR4323-05006

**Department**

Dept. of Ecology

**Division**

Water Resources

**Opening Date**

04/26/2024

**Closing Date**

Continuous

**Salary Information**

The high end of the salary range, Step M is typically a longevity step

- DESCRIPTION
- BENEFITS
- QUESTIONS

**Description**



DEPARTMENT OF  
**ECOLOGY**  
State of Washington

### Keeping Washington Clean and Evergreen

The **Water Resources Program** within the Department of Ecology is looking to fill a **Hydrogeologist/Permit Writer (Hydrogeologist 3) (In-Training)** position. This position is located in our **Northwest Region Office (NWRO)** in [Shoreline, WA](#). Upon hire, you must live within a commutable distance from the duty station.

**Please Note:** The salary listed includes the additional 5% premium pay that this position will receive due to its location in [Shoreline, WA](#) in King County.

In this role, you will learn with great depth Washington state's water code and associated case law, be exposed to the technical aspects of investigating water rights applications, and support the management of the state's resources. You will provide hydrogeologic analysis and technical assistance related to water resource management and water rights processing as well as make decisions on water rights applications. You will develop your knowledge of regional hydrogeology and hydrogeologic principles related to water availability and environmental impacts due to withdrawal and use of water. With an in-depth understanding of water resources science and the state's legal framework, you will collaborate with and provide technical consultation to other agencies, Tribes, businesses, interest groups, and local governments regarding very complex issues.

**Note:** This position offers a career path and on-the-job training. This position allows you to progress through the **Hydrogeologist** field and achieve the goal class of a **Hydrogeologist 3 (HG3)**. Candidates will be considered at the **HG2** and the **HG3** levels, depending on their qualifications. For salary levels for each, please see the qualifications section.

**Agency Mission:** Ecology's mission is to protect, preserve and enhance the environment for current and future generations.

**Program Mission:** The mission of the Water Resources program is to manage water resources to meet the needs of people and the natural environment, in partnership with Washington's communities.

**Tele-work options for this position:** Initially, this position will be required to work in the office a minimum of three days per week for onboarding and the early phases of training and development. After successful completion, it will then be eligible for up to an 80% tele-work schedule, with the expectation of working in the office at least one day per week. Applicants with questions about position location options, tele-work, and flexible or compressed schedules are encouraged to reach out to the contact person listed below in "other information." Schedules are dependent upon position needs and are subject to change.

**Application Timeline:** This position will remain open until filled. We will review applications on **May 17, 2024**. In order to be considered, please submit an application on or before **May 16, 2024**. If your application isn't received by this date, it may not be considered. The agency reserves the right to make a Hire any time after the initial screening date.

**Please Note:** We will review all applications received before the date above. Additional reviews after this date typically only occur if we have a small applicant pool, or if a successful Hire was not made.

Ecology employees may be eligible for the following:

Medical/Dental/Vision for employee & dependent(s), Public Employees Retirement System (PERS), Vacation, Sick, and other Leave\*, 11 Paid Holidays per year\*, Public Service Loan Forgiveness, Tuition Waiver, Long Term Disability & Life Insurance, Deferred Compensation Programs, Dependent Care Assistance Program (DCAP), Flexible Spending Arrangement (FSA), Employee Assistance Program, Commute Trip Reduction Incentives (Download PDF reader), Combined Fund Drive, SmartHealth \*[Click here for more information](#)

## **About the Department of Ecology**

Protecting Washington State's environment for current and future generations is what we do every day at Ecology. We are a culture that is invested in making a difference. Join a team that is highly effective and collaborative, with leadership that embraces the value of people. To learn more, check out our [Strategic Plan](#).

Ecology cares deeply about employee wellness; we go beyond traditional benefits, proudly offering:

- A healthy life/work balance by offering flexible schedules and telework options for most positions.
- An Infants at Work Program that is based on the long-term health values of infant-parent bonding and breastfeeding newborns.
- Continuous growth and development opportunities.
- Opportunities to serve your community and make an impact through meaningful work.

### **Our commitment to DEIR**

**Diversity, equity, inclusion, and respect (DEIR)** are core values central to Ecology's work. We strive to be a workplace where we are esteemed for sharing our authentic identities, while advancing our individual professional goals and collaborating to protect, preserve, and enhance the environment for current and future generations.

**Diversity:** We celebrate and appreciate diversity; our unique perspectives and abilities enrich us all and lead to innovative approaches and solutions.

**Equity:** We champion equity, recognizing that each of us need different things to thrive.

**Inclusion:** We intentionally create and hold space so that we all have meaningful opportunities to participate and contribute to Ecology's work.

**Respect:** We treat each other with respect and dignity, acknowledging the inherent worth of our diverse perspectives and lived experiences, even in times of uncertainty and disagreement.

We believe that DEIR is both a goal and an action. We are on a journey, honoring our shared humanity and taking steps to demonstrate our commitment to a vision where each of us is heard, seen, and valued.

### **Duties**

**What makes this role unique?**

The Water Resources Program operates under a regulatory framework that is complex and nuanced, and occasionally contentious. Understanding and navigating the science, regulations, and diverse perspectives and opinions of involved collaborators as you strive to make sound decisions for managing this vital resource make this role both challenging and interesting.

**What you will do:**

- Serve as a hydrogeologic and technical expert for the Water Resources Program, researching and learning geologic and hydrogeologic characteristics of drainage basins and aquifers within Ecology's Northwest Region.
- Determine effects of groundwater withdrawals on surface water and on neighboring wells/water rights.
- Generate hydrogeologic reports in support of water resources and water rights investigations.
- Review conceptual groundwater models and numerical/analytical groundwater modeling and modeling reports.
- Perform water right field and office investigations, develop and prepare technical materials, gather legally defensible data, consider input from involved parties, and conduct necessary water rights/water law research to generate Reports of Examination supporting water right decisions.
- Develop a thorough understanding of science, regulations, policies, and guidelines in order to provide management with recommended permitting actions for highly complex projects.

- Clearly communicate complex legal, policy, and technical issues to water right applicants, consultants, and other relevant parties.
- Serve as the contact person for water rights in assigned watersheds and respond to inquiries from public officials and private interests.
- Review public water suppliers' Water System Plans for accuracy and compliance with state water law.

## Qualifications

### **Required Qualifications:**

Years of required experience indicated below are full-time equivalent years. Full-time equivalent experience means that any experience where working hours were less than 40 hours per week will be prorated in order to meet the equivalency of full-time. We would calculate this by looking at the total hours worked per week, divide this by 40, and then multiply by the total number of months worked. Examples of the proration calculations are:

- 30 hours worked per week for 20 months:  $(30/40) \times 20 \text{ months} = 15 \text{ months full-time equivalent}$
- 20 hours worked per week for 12 months:  $(20/40) \times 12 \text{ months} = 6 \text{ months full-time equivalent}$

Experience for both required and desired qualifications can be gained through various combinations of formal professional employment, education, and volunteer experience. See below for how you may qualify.

### **At the Hydrogeologist 2 (HG2) level: Pay Range 58 (\$5,474 - \$7,366 monthly) In-Training**

**Option 1:** A Bachelor's degree with a major study in hydrogeology, hydrology, geology, or closely allied field **AND** two (2) years of experience as a hydrogeologist, hydrologist, geologist, or closely allied profession or one (1) year as a Hydrogeologist 1, at the Department of Ecology.

**Option 2:** A Master's degree with a major study in hydrogeology, hydrology, geology, or closely allied field.

### **At the Hydrogeologist 3 (HG3) level: Pay Range 62 (\$6,043 - \$8,125 monthly) Goal Class**

**Option 1:** A Bachelor's degree with a major study in hydrogeology, hydrology, geology, or closely allied field **AND** three (3) years of experience as a hydrogeologist, hydrologist, geologist, or closely allied profession or one (1) year as a Hydrogeologist 2, at the Department of Ecology **AND** registration as a

Hydrogeologist in the State of Washington.

**Option 2:** A Master's degree with a major study in hydrogeology, hydrology, geology, or closely allied field **AND** one (1) year of experience as a hydrogeologist, hydrologist, geologist, or closely allied profession or one (1) year as a Hydrogeologist 2, at the Department of Ecology **AND** registration as a Hydrogeologist in the State of Washington.

**Option 3:** A Ph.D. with a major study in hydrogeology, hydrology, geology, or closely allied field **AND** registration as a Hydrogeologist in the State of Washington.

**Special Requirements/Conditions of Employment:**

- Must obtain and maintain a valid driver's license.
- At HG3 level – Hydrogeologist Specialty License.

**Desired Qualifications:**

We highly encourage you to apply even if you do not have some (or all) of the desired experience below.

- Interest in and experience with building and using groundwater models, as well as reviewing models and modeling reports developed by others.
- Ability to work with MODFLOW or similar modeling software in a water resources context to analyze hydrogeological setting, surface water/groundwater interaction, and steam impacts due to pumping of groundwater.
- Interest in and experience understanding the legal doctrines and policy intricacies of water management in Washington state.

Having some (or all) of this desired experience may make your application more competitive in a highly competitive applicant pool.

**NOTE:** Individuals who are interested in applying to this position, and believe they meet licensing requirements for the State of Washington based on reciprocity, are responsible for ensuring they meet licensing requirements for the State of Washington prior to submitting their application materials. These requirements can be found at the following website: [WA State Licensing \(DOL\) Official Site: How to get your license: Geologists, engineering geologists, or hydrogeologists by reciprocity.](#)

**Supplemental Information**

Ecology seeks diverse applicants: We view diversity, equity, inclusion, and respect through a broad lens including race, ethnicity, class, age, religion, sexual orientation, gender identity, immigration status, military background, language, education, life experience, physical disability, neurodiversity, and intersectional identities. Qualified candidates from all backgrounds are encouraged to apply.

Need an Accommodation in the application and/or screening process or this job announcement in an alternative format?

- Please call: (360) 407-6186 or email: [careers@ecy.wa.gov](mailto:careers@ecy.wa.gov) and we will be happy to assist.
- If you are deaf or hard of hearing, you can reach the Washington Relay Service by dialing 7-1-1 or 1-800-833-6388.
- If you need assistance applying for this job, please e-mail [careers@ecy.wa.gov](mailto:careers@ecy.wa.gov). Please do not send an email to this address to follow-up on the status of your application. You can view the latest status of your application on your profile's main page.
- If you are reading this announcement in print format, please enter the following URL to your search engine to apply: <https://ecology.wa.gov/About-us/Get-to-know-us/Jobs-at-Ecology>.

Application Instructions:

It's in the applicant's best interest to submit all of the documents listed below. Applications without these documents may be declined.

- A cover letter describing why you are interested in this position.
- A resume outlining your experience and education (if applicable) as it relates to the minimum qualifications of this position.
- A list of three professional references.

**Note:** References will only be contacted during the final steps of the recruitment process for candidates selected as finalists. References will not be contacted without the candidate's formal authorization.

Please do NOT include your salary history. Wage/salary depends on qualifications or rules of promotion, if applicable.

For Your Privacy:

When attaching documents to your application (such as Resume, Cover Letter, Transcripts, DD-214, etc.):

- Please be sure to remove private information such as your social security number, date of birth, etc.
- Do not attach documents that are password-protected, as these documents may not be reviewed and may cause errors within your application when downloaded.

Additional Application Instructions for Current Ecology Employees:

Please make sure to answer the agency-wide questions regarding permanent status as a classified employee within the Washington General Service or Washington Management Service. Do not forget to select Department of Ecology as a response

to question 2, and type your personnel ID number for question 3. If you are not sure of your status or do not know your personnel ID number, please contact Human Resources.

#### Application Attestation:

The act of submitting application materials electronically is considered affirmation that the information is complete and truthful. The state may verify this information and any untruthful or misleading answers are cause for rejection of your application or dismissal if employed.

#### Other Information:

If you have specific questions about the position, please email **Jay Cook** at: [Jay.Cook@ecy.wa.gov](mailto:Jay.Cook@ecy.wa.gov) Please do not contact **Jay** to inquire about the status of your application.

To request the full position description: email [careers@ecy.wa.gov](mailto:careers@ecy.wa.gov)

#### **Why work for Ecology?**

As an agency, our mission is to protect, preserve and enhance Washington's environment for current and future generations. We invest in our employees to create and sustain a working environment that encourages creative leadership, effective resource management, teamwork, professionalism, and accountability.

Joining Ecology means becoming a part of a team committed to protecting and restoring Washington State's environment. A career in public service allows you to help solve some of the most challenging problems facing our state, while keeping your health and financial security a priority. We combine one of the most competitive benefits packages in the nation with a strong commitment to life/work balance.

To learn more about The Department of Ecology, please visit our website at [www.ecology.wa.gov](http://www.ecology.wa.gov) and follow, like or visit us on [LinkedIn](#), [Twitter](#), [Facebook](#), [Instagram](#) or our [blog](#).

**Collective Bargaining:** This is a position covered by a bargaining unit for which the Washington Federation of State Employees (WFSE) is the exclusive representative.

**Equal Opportunity Employer:** The Washington State Department of Ecology is an equal opportunity employer. We strive to create a working environment that includes and respects cultural, racial, ethnic, sexual orientation and gender identity diversity. Women, racial and ethnic minorities, persons of disability, persons over 40 years of age, veterans, military spouses or people with military status, and people of all sexual orientations and gender identities are encouraged to apply. Persons needing

accommodation in the application/testing process or this job announcement in an alternative format may call (360) 407-6186. Applicants who are deaf or hard of hearing may call the Washington Relay Service by dialing 7-1-1 or 1-800-833-6388.

**Note:** This recruitment may be used to fill other positions of the same job classification across the agency. Once all the position(s) from the recruitment announcement are filled, the recruitment may only be used to fill additional open positions for the next sixty (60) days.