

Waste Mgmt Hydrogeologist & Sr Hydrogeologist/Well Coordinator (Hydrogeologist 3 or 4) (2 positions)



Salary

\$71,148.00 - \$105,612.00 Annually

Location

Benton County – Richland, WA

Job Type

Full Time - Permanent

Remote Employment

Flexible/Hybrid

Job Number

2025-NWP34494398-13037

Department

Dept. of Ecology

Division

Nuclear Waste

Opening Date

01/24/2025

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 **Nuclear Waste Program** within the Department of Ecology is looking to fill two positions: **Waste Management Hydrogeologist (Hydrogeologist 4) (In-Training)** and **Senior Hydrogeologist and Well Coordinator (Hydrogeologist 4) (In-Training)**. Both positions are located in our **Richland Field Office (RFO)** in [Richland, WA](#). Upon hire, you must live within a commutable distance from the duty station.

Join our team and play a pivotal role in the hydrogeologic evaluation of the vadose zone and groundwater at the Hanford Site, the nation's largest environmental cleanup project. One position is in the Waste Management Section and will focus on permitting and compliance for mixed waste facilities requiring groundwater monitoring, while the other will take on the role of well coordinator in the Cleanup Section.

Your contributions in these positions will directly support Ecology's efforts in the Hanford Site cleanup, making a meaningful impact and influencing the success of this critical environmental

project. You will also have opportunities to collaborate with experts from national laboratories, state and federal agencies, and industry, providing extensive career advancement opportunities.

Note: These positions offer a career path and on-the-job training. The positions allow you to progress through the Hydrogeologist field and achieve the goal class of a **Hydrogeologist 4**. Candidates will be considered at the **Hydrogeologist 3** and **Hydrogeologist 4** 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 Washington's environment for current and future generations.

Program Mission: The [Nuclear Waste Program's](#) mission is to lead the effective and efficient cleanup of the U.S. Department of Energy's Hanford Site; to ensure sound management of mixed hazardous wastes in Washington; and to protect the state's air, water, and land at and adjacent to the Hanford Site.

Telework options for this position: These positions offer flexibility of a hybrid schedule, empowering work from home and office, providing less time in traffic and shrinking your carbon footprint. Initially, these positions require in-office training. After successful completion of new employee orientation and training, both positions will be eligible for up to a 90% telework schedule.

Applicants with questions about position location options, telework, 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:

- **Apply by February 20, 2025.**
- The positions will remain open until filled. The agency reserves the right to make hires at any time after application review begins. Applications received after February 20, 2025 may not be considered.

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](#)

For these positions, personal protective equipment will be provided by the program along with reimbursement for required footwear.

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?

You will have the opportunity to play an integral role in the largest and most complex cleanup effort in the United States. In these positions, you will track, analyze, and prepare reports on permit applications, closure plans, and groundwater monitoring plans, all of which are essential for permitting and cleanup decisions at the Hanford Site. You will navigate the complexities of being at the center of establishing cleanup criteria, taking responsibility for balancing multiple competing interests in large, complex cleanup actions that involve both chemical and radiologic constituents.

What you will do:

- Review hydrogeology work performed by others and offer guidance to Ecology Cleanup and Waste Management project managers and management.
- Guide and collaborate with diverse teams of chemists, toxicologists, engineers, scientists, and regulatory experts to negotiate permit conditions, conduct conflict resolution, and reach conclusions regarding technical and scientific merit on proposals related to permitting and cleanup at the Hanford Site.
- Travel to the Hanford Site to learn about, inspect, and monitor cleanup of waste sites.
- Conduct field investigations to support permit applications, compliance evaluations, well development, sampling methods, pump tests, and remedial alternative and corrective measures studies.
- Keep current with developments in the hydrogeology field.
- Develop and maintain professional networks.

Note: Personal protective equipment will be provided by the program along with reimbursement for required footwear.

Qualifications

These are In-Training positions. The goal class for the positions is Hydrogeologist 4. We will consider applicants who meet the requirements for the Hydrogeologist 3 and Hydrogeologist 4 levels. If the finalist meets the requirements for the Hydrogeologist 3 level, they will be hired in at that level and placed into a training program to become a Hydrogeologist 4 within a specified period of time.

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 3 level: Pay Range 62 (\$5,929- \$7,971 monthly) In-Training

Possession of a valid Washington State Geologist and/or Hydrogeologist Specialty license

AND

A total of seven (7) years of experience and/or education as described below:

- **Experience** as a hydrogeologist, hydrologist, geologist, or closely allied profession.
- **Education:** involving a major study in hydrogeology, hydrology, geology, or closely allied field.

Education and experience may be concurrent with the time it takes to get licensure.

All experience and education combinations that meet the requirements for this position:

Possible Combinations	College credits or degree – as listed above	Years of required experience – as listed above
Combination 1	No college credits or degree	7 years of experience
Combination 2	30-59 semester or 45-89 quarter college credits	6 years of experience
Combination 3	60-89 semester or 90-134 quarter college credits (AA degree)	5 years of experience
Combination 4	90-119 semester or 135-179 quarter college credits	4 years of experience
Combination 5	A Bachelor's Degree	3 years of experience

Combination 6	A Master's Degree	1 years of experience
Combination 7	A Ph.D.	No experience

OR

One (1) year as a Hydrogeologist 2, at the Department of Ecology.

At the Hydrogeologist 4 level: Pay Range 66 (\$6,539- \$8,801 monthly) Goal Class

Possession of a valid Washington State Geologist and/or Hydrogeologist Specialty license

AND

A total of nine (9) years of experience and/or education as described below:

- **Experience** as a hydrogeologist, hydrologist, geologist, or closely allied profession.
- **Education:** involving a major study in hydrogeology, hydrology, geology, or closely allied field.

Education and experience may be concurrent with the time it takes to get licensure.

All experience and education combinations that meet the requirements for this position:

Possible Combinations	College credits or degree – as listed above	Years of required experience – as listed above
Combination 1	No college credits or degree	9 years of experience
Combination 2	30-59 semester or 45-89 quarter college credits	8 years of experience
Combination 3	60-89 semester or 90-134 quarter college credits (AA degree)	7 years of experience
Combination 4	90-119 semester or 135-179 quarter college credits	6 years of experience

Combination 5	A Bachelor's Degree	5 years of experience
Combination 6	A Master's Degree	3 years of experience
Combination 7	A Ph.D.	2 years of experience

Special Requirements/Conditions of Employment:

- Must be able to obtain a Hanford Site access badge.
- Must possess and maintain a valid driver's license.
- Must be able to work safely in environments where potential exposure to industrial dangerous waste chemicals, dust and noise levels, and low levels of radioactivity might occur.
- Must be able to wear safety clothing and equipment, up to and including Level C, as defined in the OSHA 40-hour Hazardous Waste Training requirements.

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](#). **Must possess or become a Licensed Hydrogeologist in the State of Washington within 6 months after hiring.**

Desired Qualifications:

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

Knowledge of:

- The principles and practices of hydrogeology, hydrology, geology, soils, well hydraulics, geochemistry, meteorology, and related earth science and engineering subjects.
- Water Code, Ground Water Quality Standards, Waste Regulations, and related State and Federal laws and departmental regulations.

- Monitoring of hydrogeologic and water quality factors.

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

Ecology does not use the **E-Verify** system; therefore, we are not eligible to extend STEM Optional Practical Training (OPT). For more information, please visit www.uscis.gov.

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 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 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 Waste Management Hydrogeologist position, please email John Temple at: John.Temple@ecy.wa.gov

If you have specific questions about the Senior Hydrogeologist and Well Coordinator position, please email Beth Rochette at: Beth.Rochette@ecy.wa.gov

Please do not contact John or Beth to inquire about the status of your application.

To request the full position descriptions: email 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 and follow, like or visit us on [LinkedIn](#), [Twitter](#), [Facebook](#), [Instagram](#) or our [blog](#).

Collective Bargaining: These are positions 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.