



Position Description

STAFF WATER RESOURCES ENGINEER

Location

Montpelier, Vermont; Hybrid work option available

Reporting Relationship

This position reports to a senior engineer within the Water Resources Management group.

Position Summary

Stone Environmental, 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 Staff Water Resources Engineer 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, and a commitment to giving back to our community.

As a Staff Water Resources Engineer, this position will provide technical and engineering support for stormwater, wastewater, site/civil, river restoration, and flood mitigation projects. The preferred applicant will be comfortable supporting a variety of project stages ranging from conceptual design and scoping efforts to final design, permitting, and construction management/oversight. The ideal applicant will possess cross-disciplinary experience and a demonstrated ability to apply that experience to the improvement and stewardship of land and water resources across northern New England. Work will involve a blend of planning, site assessment, analysis, design calculations and modeling, plan and specification development, and technical report preparation. Office tasks will typically include engineering design calculations, modeling and preparation of engineering drawings, completion of permit application documents, construction specifications, and technical reports. Field tasks will typically include topographic surveying, site assessments, stream geomorphic and culvert assessments, soil characterization, and construction oversight.

Job Responsibilities

- Collaborate and communicate clearly with project managers and team to plan time, schedule, and utilize tools and resources as necessary to complete tasks efficiently.
- Support the planning, design, and construction oversight of stormwater, wastewater, stream restoration, dam removal, and other water resources engineering projects as needed.
- Develop site civil engineering plans utilizing AutoCAD and related software.
- Conduct hydrologic and hydraulic analysis, primarily utilizing HydroCAD and HEC-RAS.

- Complete field work and field data collection including topographic surveying, GPS data collection, stream geomorphic assessments, road-stream crossing assessments, and water quality and sediment sampling. Field work may include working in inclement weather, lifting up to 50 lbs, hiking through rough terrain, wading in wetlands, flowing streams, impoundments, and occasional overnight deployment as-needed.
- Perform basic geospatial analysis utilizing AutoCAD Civil 3D, ArcGIS, or related software.
- Support local, state, and federal permit application materials development.
- Maintain quality work standards and productivity.
- Travel within and outside of Vermont as necessary to support project work.

Required Qualifications and Education

- A Bachelor's or Master's degree in Civil Engineering, Environmental Engineering, or a closely related field.
- 2 – 5 years of relevant professional experience in civil engineering, environmental engineering, water resources, or a closely related field.
- Excellent oral, written, and interpersonal communication skills, including report writing experience.
- Strong organizational and time management skills.
- General knowledge of engineering principles.
- Demonstrated ability to successfully manage multiple tasks and objectives.
- Ability to work independently and as part of a team in office and field settings.
- Proficiency with AutoCAD Civil 3D, HydroCAD, or related tools.
- Familiarity with hydrologic and hydraulic modeling principles.
- Proficiency with field data collection methods, including topographic surveying and GPS data collection.
- Current Engineer-in-Training (EIT) certification or the ability to obtain within six months.
- Legally able to work in the United States.

Valid driver's license and ability to drive to project sites.

Preferred Qualifications

- M.S. in civil engineering, environmental engineering, environmental science, hydrology, fluvial geomorphology, or closely related discipline.
- Familiarity with state and federal permitting processes and environmental regulations.
- Experience providing construction oversight.

Base Annual Pay

- Our best estimate of the salary range for this position is \$60,000-\$70,000. 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.