



## Job Opening:

### Stream Crossing Specialist- (18000019)

Department of Fish and Game,  
Division of Ecological Restoration

**Posted 2/2/2018**

**This requisition will remain open until filled; however, first consideration will be given to those applicants that apply within the first 14 days.**

## Job Description

### Stream Crossing Specialist - (18000019)

#### Description

The Department of Fish & Game works to preserve the state's natural resources and people's right to conservation of those resources, as protected by Article 97 of the Massachusetts Constitution. To carry out this mission, the Department exercises responsibility over the Commonwealth's marine and freshwater habitats that support them.

The Division of Ecological Restoration is charged with restoring and protecting the health and integrity of the Commonwealth's rivers, wetlands, and watersheds for the benefit of people and the environment. This mission is critical to the success of the Department of Fish and Game that manages, protects, and restores the natural resources of the Commonwealth.

The Division of Ecological Restoration works with community-based partners to restore aquatic ecosystems. The Division's ecological restoration work brings clean water, recreation opportunities, and other ecosystem services to the citizens of Massachusetts.

#### GENERAL DESCRIPTION OF POSITION

Promotes the restoration of river and stream habitat state-wide by working with municipalities and other stakeholders to advance the replacement of undersized road-stream crossings (e.g., culverts) with structures that provide passage for fish and wildlife and improve public safety and climate resiliency.

#### DETAILED STATEMENT OF DUTIES AND RESPONSIBILITIES

A. Promotes the restoration of river and stream habitat state-wide by working with municipalities and other stakeholders to advance the replacement of undersized road-stream crossings (e.g., culverts) with structures that provide passage for fish and wildlife and improve public safety and climate resiliency.

B. Serves as DER's technical expert on the engineering, design, and construction of road-stream crossings.

- Supports other DER staff involved in road-stream crossing assessment, design, and implementation.
- Participates in the Massachusetts Stream Continuity Partnership and other stakeholder committees.
- Provides technical assistance to municipalities and other stakeholders for the implementation of culvert replacement/improvement projects, including but not limited to
  - Application of the MA Stream Crossing Standards
  - Site assessments
  - Documentation and analysis of existing crossing conditions and identification of opportunities and constraints associated with crossing replacement
  - Drafting scopes of work for engineers and consultants
  - Assessment of consultant work products such as hydrologic and hydraulic analysis, engineering plans, geomorphic assessments, and other technical products
- Reviews and interprets current literature, methodologies, and agency policies from Massachusetts (e.g., DOT, DEP) and other states, relative to road stream crossings.

C. Builds momentum for river restoration by developing tools, partnerships, funding sources, technical and logistical guidance, and other materials that will assist infrastructure managers and other partners with design and construction of improved road-stream crossings. These may include, but are not limited to,

- Identifying sources of incentive funding for road-stream crossing replacement and writing federal or state grant applications for funding; developing and overseeing grants
- Developing guidance materials that assist road managers with implementing the MA Stream Crossing Standards
- Developing and implementing training for stakeholders
- Prioritizing crossings for replacement based on ecological benefit, crossing condition, and public safety issues
- Managing consultant contracts that support this work and ensuring successful contractor performance and production of quality deliverables.

#### QUALIFICATIONS REQUIRED AT HIRE (List knowledges, skills, abilities)

##### Required Qualifications:

- Experience managing and implementing ecologically minded water infrastructure projects, particularly culverts, bridges, and other types of road-stream crossings through the data collection, design, permitting, and construction phases. This includes project planning, coordinating project teams, preparing budgets and scopes of work, managing consultant contracts, obtaining funding through grants and other sources, reviewing technical reports, design plans, and work products, complying with regulations, coordinating interagency activities and deliberations, managing construction, and facilitating public outreach & education. Construction phase experience is required to be considered for this position.
- Demonstrated understanding of the unique challenges associated with construction of road-stream crossing projects and advances in design criteria and methods that promote resilience to storms and aquatic organism passage.
- Excellent written and verbal communication skills, including the ability to speak in public and with diverse stakeholders using plain language.
- Demonstrated ability or experience developing trainings, presentations, or hands-on learning tools.
- Working knowledge of environmental permitting at local, state, and federal levels (Massachusetts experience is a plus).
- Excellent all-around computer skills and proficiency with the suite of Microsoft programs and GIS software.
- Ability to work effectively in a collaborative team environment on multiple tasks with varying deadlines. Must be a team player with strong interpersonal skills.

Preferred Qualifications:

- A Master's degree in environmental science, water resources engineering, ecology, natural resources, or a related field with five or more years of professional experience in assessing, designing, or constructing infrastructure or habitat restoration projects near or in sensitive aquatic habitats.
- Aquatic habitat field experience, such as fish and/or wildlife habitat evaluation, wetland functional assessment, riverine habitat or geomorphic surveys.
- Program management experience, including assessing stakeholder needs, developing programs to meet identified needs, and the ability to work independently and with self-initiative.
- Experience with culvert design methods that support a natural dynamic channel through the structure.
- Experience working collaboratively with municipal and/or local stakeholders.

QUALIFICATIONS ACQUIRED ON JOB (List knowledges, skills, abilities)

Understand and apply the laws, rules, regulations, permits, policies, procedures etc. governing implementation of habitat restoration projects in the Commonwealth.

## SPECIAL REQUIREMENTS

Possession of a current and valid Massachusetts Class 3 Motor Vehicle Operator's license.

**A resume and cover letter expressing your interest in this position is required. These documents must be specifically attached to the requisition for which you are applying.**

**Qualifications**

**First consideration will be given to those applicants that apply within the first 14 days.**

MINIMUM ENTRANCE REQUIREMENTS: Applicants must have at least (A) four years of full-time, or equivalent part-time, technical or professional experience in the field of environmental science, biology, chemistry, earth science, environmental health, meteorology, natural science, toxicology or public health, of which (B) at least two years must have been in a professional capacity, or (C) any equivalent combination of the required experience and the substitutions below.

## Substitutions:

I. An Associate's degree with a major in the field of environmental science, biology, chemistry, earth science, environmental health, meteorology, natural science, toxicology or public health may be substituted for a maximum of one year of the required (A) experience.\*

II. A Bachelor's degree with a major in the field of environmental science, biology, chemistry, earth science, environmental health, meteorology, natural science, toxicology or public health may be substituted for a maximum of two years of the required (A) experience.\*

III. A Graduate degree with a major in the field of environmental science, biology, chemistry, earth science, environmental health, meteorology, natural science, toxicology or public health may be substituted for a maximum of three years of the required (A) experience and one year of the required (B) experience.\*

\*Education toward such a degree will be prorated on the basis of the proportion of the requirements actually completed.

NOTE: Educational substitutions will only be permitted for a maximum of one year of the required (B) experience.

**An Equal Opportunity / Affirmative Action Employer. Females, minorities, veterans, and persons with disabilities are strongly encouraged to apply.**

**Official Title:** Environmental Analyst III

**Primary Location:** United States-Massachusetts-Boston - 251 Causeway Street

**Job:** Science

**Agency:** Department of Fish And Game

**Schedule:** Full-time

**Shift:** Day

**Posting Date:** Feb 2, 2018

**Number of Openings:** 1

**Salary:** 60,878.48 - 88,294.18 Yearly

**If you have Diversity, Affirmative Action or Equal Employment Opportunity questions or need a Reasonable Accommodation, please contact**

**Diversity Officer / ADA Coordinator:** Johanna Zabriskie - 617-626-1599

**Bargaining Unit:** 09-MOSES - Engineers/Scientists