Mass DEP - Senior Wetlands Analyst

Description

The Massachusetts Department of Environmental Protection (MassDEP) is the state agency responsible for ensuring clean air and water, the safe management of toxics, the recycling of solid and hazardous wastes, the timely cleanup of hazardous waste sites and spills, and the restoration and preservation of wetlands, surface waters and coastal resources.

MassDEP seeks applicants for the position of Senior Wetlands Analyst /Environmental Analyst V in the Wetlands and Waterways Division within the Bureau of Water Resources (BWR). Under supervision of the Wetlands Program Chief, the Senior Wetlands Analyst will conduct and oversee project review, permitting, compliance, and enforcement for major public infrastructure projects pursuant to the Wetlands Protection Act (WPA) and Water Quality Certification (401WQC) regulations. The major projects portfolio includes large complex transportation improvements for roadways/highways, bridges, railways, and airports; other statewide transportation initiatives (e.g. multi-use trails); statewide utilities improvements (e.g. power and energy infrastructure) and other major infrastructure and statewide projects. The position will develop Wetlands Variance decisions for Commissioner approval and will assist with developing and implementing permitting strategies suitable for major projects (e.g. “Design-Build” and long linear projects spanning multiple towns or other statewide projects). To ensure successful management of a large portfolio, the Senior Wetlands Analyst will promote coordination and communication with project proponents; oversee the work of MassDEP staff to ensure review and permitting timelines are met; and liaise as needed with other MassDEP programs (e.g. Chapter 91 Waterways) and Regional Offices and other local, state, or federal resource agencies.

The Senior Wetland Analyst will also leverage her/his knowledge of environmental permitting processes (e.g. MEPA, WPA, 401WQC), technical expertise, and field experience to contribute to other programmatic priorities and activities. This may include developing and reviewing technical guidance documents, participating in regulatory / policy initiatives, and helping develop solutions for complex issues among audiences, both internal (MassDEP Boston and regional programs) and external (other agencies, interested parties, and the public). This position is based in MassDEP’s Boston Office at One Winter Street.

Specific duties of this position include, but are not limited to, the following:

1. Serves as senior project manager for Wetlands and WQC Variances and other major and/or statewide wetlands and 401WQC reviews and permitting during all stages of development including planning, design, construction, and operation to ensure timely review, permitting and compliance with environmental requirements;
2. Conducts technical review of application materials, technical reports and plans, construction packages, and other project submittals. Resolves complex transportation and environmental planning, design and construction issues and develops findings on matters including traffic studies, transportation alternatives, avoidance and minimization of wetland impacts, floodplain impacts and compensation, wetland replication, wildlife habitat, erosion control, and stormwater;
3. Develops Wetlands Variance Decisions including documentation related to overriding public interest, alternatives analysis, mitigation, and conditions.
4. Assesses compliance with Variance and other permit conditions and applicable laws and regulations through site inspections, review of Environmental Monitor reports, and other information and develops enforcement actions and/or corrective measures to be implemented.
5. Participates in Variance and other appeals hearings involving Department policy regarding regulatory interpretation, including developing responses to interrogatories, resolving design and permitting issues involving multiple parties, preparing testimony and serving as a witness in Administrative hearings. Prepare documentation of Department decisions as requested.
Coordinates with and provide guidance to project proponents, consultants and contractors, Conservation Commissions, federal and state agencies, and the public during the pre-application, application, construction and operations phases of major projects requiring variances. Attend meetings as necessary.

In coordination with MassDEP Boston and regional staff, participates in wetlands program efforts to develop and update regulations, technical guidance, and policy documents in consultation with federal and state agencies, the regulated community, other interested parties, and the public;

Supervises assigned program staff including consultation with Wetlands Program Chief, periodically assesses workload to allocate work assignments to staff/project teams to ensure completion of priority workload demands, overseeing staff/project teams to ensure quality work products that meet deadlines, and providing effective supervision to direct reports in accordance with MassDEP protocols;

Participation in other priority program initiatives and work groups such as participating in Bureau/Program climate resilience initiatives related to wetlands and water quality regulations and jurisdictions, Contribute to regulatory reform and agency process optimization initiatives, participating in relevant stakeholder advisory processes, and reviewing and commenting on other agencies’ technical reports and policy/guidance manuals;

Develops and delivers relevant presentations at various venues;

Provides as-needed technical review/comment to MassDEP Regions, Programs, and other state, municipal or federal agencies upon request; and

Other relevant duties as assigned.

Preferred Qualifications and Experience:

Proven experience with and excellent understanding of planning, design, construction, operation, and environmental requirements of large transportation and other infrastructure projects, including roadway widenings, interchange improvements, and airport safety. Experience with design-build projects preferred.

Detailed knowledge of and direct experience with Massachusetts Wetlands Protection Act (MGL C. 131, sec 40) and associated WPA Regulations (310 CMR 10.00), the Federal and Massachusetts Clean Waters Act (MGL C. 21, sec 27), and 401 Water Quality Certification Regulations (314 CMR 9.00) including dredge and fill. Familiarity with relevant MassDEP guidance and handbooks preferred, such as DEP’s Stormwater Handbook.

Demonstrated proficiency and field experience with a broad range of related issues such as soils and plant identification, wetland and wildlife habitat assessment, riverfront area impact assessment and mitigation, erosion and sedimentation control, wetlands mitigation, and aquatic plant management in lakes and ponds.

Knowledge of hydrologic/hydraulic/water quality programs/models and demonstrated proficiency and experience with technical review related to stormwater management design and stream crossing design.

Demonstrated proficiency and experience in the analysis of floodplain delineation in accordance with FEMA and MassDEP protocols and requirements, and ability to articulate related regulatory requirements including WPA bordering land subject to flooding and FEMA floodplain and floodway requirements such as conditional letter of map revision and letter of map revision.

Demonstrated proficiency and experience with wetlands replacement design (including development of groundwater monitoring and planting plans), construction period and post-construction monitoring.

Knowledge of MEPA/NEPA and U.S. Army Corps of Engineers Highway Methodology processes as they pertain to alternatives analyses and project development. Familiarity with principles of traffic assessment preferred.

Experience developing environmental permits preferred.

Familiarity with related policy and regulations preferred, such as Chapter 91 Waterways, MEPA, and hazardous waste preferred.

Demonstrated proficiency with the principles, practices, and tools of project management. Experience successfully managing multiple projects (schedules, deliverables, and resources) strongly preferred.

Proven training and experience with erosion and sedimentation control practices including on-site construction monitoring.

Detailed and demonstrated knowledge of stormwater management practices, including design, construction, monitoring and maintenance of construction period controls and post-construction period controls.

Ability to exercise tactful negotiation and excellent problem-solving skills to resolve conflict among a broad range of constituents with competing interests.

Knowledge of the principles and practices of managing teams and individuals. Direct supervision experience strongly preferred.
Ability to analyze complex information, draw conclusions, and summarize effectively for different audiences. Proficiency with Microsoft Office applications (Word, Excel and PowerPoint), web-based platforms, and data and information management systems, ArcMap/MassGIS experience preferred. Strong written and oral communication skills, including demonstrated experience with regulatory documents, technical reports, and presentations.

Qualifications

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

MINIMUM ENTRANCE REQUIREMENTS: Applicants must have at least six 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 four years must have been in a professional capacity, and of which (C) at least two years must have been in a supervisory, managerial or administrative capacity, or (D) any equivalent combination of the required experience and the following substitutions.

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 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 competed.

NOTE: Educational substitutions will only be permitted for a maximum of one year of the required (B) experience. No substitutions will be permitted for the required (C) experience.

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

Salary:
75,460.06 - 111,158.06 Yearly

If you have Diversity, Affirmative Action or Equal Employment Opportunity questions or need a Reasonable Accommodation, please contact Diversity Officer / ADA Coordinator: Michelle Waters-Ekanem - 617-292-5751
Bargaining Unit: 09-MOSES - Engineers/Scientists
Confidential: No