



An Official website of the Commonwealth of Massachusetts

MassCareers Job Opportunities

ALERT

Effective January 25, 2024, Executive Order #627 cements the Commonwealth's well-established practice of skills-based hiring, paving the way to a more equitable hiring process. The Commonwealth is committed to ensuring a diverse and inclusive workplace where all employees feel respected, valued, and empowered to serve our citizens. Join us today!

Job Description

Environmental Analyst III - Wetlands Program - (250001UF) Description

Who We Are:

The Executive Office of Energy and Environmental Affairs (EEA) seeks to protect, preserve, and enhance Massachusetts' environmental resources and create a clean energy future for all residents. Through the stewardship of open spaces, the protection of environmental resources, and the advancement of clean energy, EEA works tirelessly to make Massachusetts a wonderful place to live, work, and raise a family. Our commitment to environmental justice ensures that every resident, regardless of background or location, can live in a safe, clean environment and shares equally in the benefits of the clean energy transition.

The Massachusetts Department of Environmental Protection (MassDEP) is the state agency responsible for ensuring clean air, land, and water. Our work impacts every aspect of people's lives and is critical to the health

and wellbeing of our residents and visitors. MassDEP is the lead agency for safe management of toxics and hazardous materials, promotion of waste reduction and recycling, preservation of the state's wetlands and coastal resources, air quality monitoring and pollution reduction, and so much more.

Who We Are as an Employer:

At EEA, we create meaningful, inclusive opportunities that empower our employees to make a real difference in shaping the environmental future of Massachusetts. We foster a workplace culture where diversity is valued, innovation is encouraged, and collaboration thrives. Our employees play a vital role in advancing sustainability, environmental justice, and clean energy solutions, ensuring a positive and lasting impact on Massachusetts and its residents.

Position Summary:

The position is assigned to the Western Regional Office (WERO) Bureau of Water Resources (BWR), Wetlands and Waterways Program (WWP), located in Springfield, Massachusetts. This EA III position is a wetlands and waterways analyst position, and the candidate is expected to have the ability and capacity to work independently and perform these duties with minimal supervision. MassDEP's Western Regional Office is located in Springfield and serves the 106 cities and towns situated in western Massachusetts.

Under the primary supervision of the WWP Section Chief, the EA III assists in carrying out the responsibility of the unit. The primary role/responsibility of this position will conduct regional analytical work in the WWP. The EA III duties will include but not be limited to the following:

- Investigate complaints and respond to requests for assistance by conservation commissions, property owners or others;
- Gather information as needed in order to determine compliance with Wetlands and Waterway Regulations, including 401 Water Quality Certification;
- Evaluate reports of violations and make recommendations on enforcement actions, as appropriate; maintaining written documentation of all investigations and enforcement actions consistent with MassDEP guidance;
- Work with the state environmental police and the Office of the Attorney General in their efforts to take criminal or civil action against entities that are in noncompliance with Commonwealth's Wetlands and Waterways Regulations.
- Coordinate with applicable agencies as needed such as the United States Environmental Protection Agency the Army Corp of Engineers on Wetlands and Waterway matters;
- Review applications and draft permits for projects subject to the Wetlands Protection Act, 401 Water Quality Certification and Chapter 91/Waterways Regulations;
- Conduct technical and regulatory review of plans, reports, wetland replication proposals, stormwater calculations and stormwater management designs; prepare technical comments, information requests and other correspondence;
- Participate in pre-application meetings in the regional office with other local/state/federal agencies on projects that involve wetland and waterways issues.
- Perform data entry and other duties as required.

Preferred Work Experience:

- Knowledge of the principles of wetland delineation and soil science, relevant to the Massachusetts Wetlands Protection Act and Regulations and 401 Water Quality Certification Regulations.
- Demonstrated ability to review site development plans, stormwater reports, engineering studies, specifications.
- Ability to translate scientific information into permit and enforcement requirements.
- Excellent organizational and communication skills, both oral and written, are required.
- Experience and training in wetland delineation methodology.
- Experience using Microsoft Office Suite, Surface Water Quality Modeling Tools and GIS.
- Proven ability to work collaboratively with others.
- Valid Massachusetts driver's license

A cover letter and resume expressing your interest in this position must be submitted as part of the application process.

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.

Comprehensive Benefits

When you embark on a career with the Commonwealth, you are offered an outstanding suite of employee benefits that add to the overall value of your compensation package. We take pride in providing a work experience that supports you, your loved ones, and your future.

Want the specifics? [Explore our Employee Benefits and Rewards!](#)

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

The Commonwealth is an Equal Opportunity Employer and does not discriminate on the basis of race, religion, color, sex, gender identity or expression, sexual orientation, age, disability, national origin, veteran status, or any other basis covered by appropriate law. Research suggests that qualified women, Black, Indigenous, and Persons of Color (BIPOC) may self-select out of opportunities if they don't meet 100% of the job requirements. We encourage individuals who believe they have the skills necessary to thrive to apply for this role.

Official Title: Environmental Analyst III

Primary Location United States-Massachusetts-Springfield-436 Dwight

Job Science

Agency Department of Environmental Protection

Schedule Full-time

Shift Day

Posting Date Mar 18, 2025

Number of Openings 1

Salary 76,383.84 - 111,817.16 Yearly

If you have Diversity, Affirmative Action or Equal Employment Opportunity questions or need a Reasonable Accommodation, please contact Diversity Officer / ADA Coordinator: Chris Mendez, DEI Manager - 6178727730

Bargaining Unit: 09-MOSES - Engineers/Scientists

Confidential: No

Potentially Eligible for a Hybrid Work Schedule: Yes