

## 230005QB – INTERNAL Environmental Analyst IV – Worcester

MassDEP's mission is to protect and enhance the Commonwealth's natural resources - air, water, and land - to provide for the health, safety, and welfare of all people, and to ensure a clean and safe environment for future generations. In carrying out this mission MassDEP commits to address and advance environmental justice and equity for all people of the Commonwealth, provide meaningful, inclusive opportunities for people to participate in agency decisions that affect their lives; and ensure a diverse workforce that reflects the communities we serve.

MassDEP seeks applicants for the position of Environmental Analyst IV within the Bureau of Waste Site Cleanup (BWSC). BWSC is charged with ensuring immediate and effective response to environmental emergencies, such as oil spills and chemical fires, as well as timely assessment and cleanup of hazardous waste sites by private parties responsible for them. This position will be based in MassDEP's Central Regional Office, Worcester, MA and will manage and track Immediate Response Actions and other enforcement actions to ensure compliance with the Massachusetts Contingency Plan. Duties include managing staff and contractors; making decisions and providing recommendations to the Section Chief and Deputy Regional Director; working with other MassDEP bureaus and other agencies; identifying and returning IRAs to compliance; identifying and communicating with Potentially Responsible Parties and Licensed Site Professionals; reviewing and approving technical reports and scopes of work for complex sites; and identifying and performing enforcement actions including drafting enforcement documents. MassDEP's Central Regional Office serves 77 cities and towns situated in central Massachusetts.

Working at MassDEP is a great opportunity to do meaningful work that helps reduce the impacts of climate change and air pollution for all people of the Commonwealth now and for future generations. MassDEP personnel are remarkably talented, dedicated, enthusiastic, and supportive.

### **DETAILED STATEMENT OF DUTIES AND RESPONSIBILITIES**

1. Supervise, direct and train staff lower in grade when warranted including work assignments and performance evaluation;
2. Prepare documentation and conduct enforcement conferences and technical meetings and represent the Department at public meetings;
3. Review and approve complex assessment and remediation plans, technical reports and analytical data;
4. Coordinate Intra-Agency and Cross-Bureau correspondence, memoranda, technical reports, policy, enforcement documents and other technical or legal instruments;
5. Provide information including applicability of regulations and policies to the regulated community and others;
6. Maintain routine communication with supervisor(s) on status of projects and conformance with roles and responsibilities as established for project;
7. Provide expert testimony;
8. For lower grade staff, track and manage work products, meeting timelines and maintaining appropriate administrative record of events, correspondence, decisions, meetings and other logs of records;
9. May be assigned by DRD to EA IV duties in other Sections or units within BWSC, CERO;
10. Participate as appropriate in Bureau or Regional Sr. Staff meetings and provide comment or input to matters relating to the BWSC Program or job duties;
11. Participate as appropriate in Bureau or Regional Sr. Staff meetings and provide comment or input to matters relating to the WSC Program or job duties;

12. Comply with all Department work place rules, regulations and policy.

**Preferred qualifications at hire:**

- Must express ideas clearly, both orally and in writing.
- Thorough knowledge of interdisciplinary environmental science principles in the areas of biology, chemistry, geology, hydrogeology, public health, and/or toxicology.
- Considerable experience in investigating and assessing disposal sites resulting from releases of oil and hazardous materials, including environmental fate and transport processes, ecological and public health impacts of contaminants, and in evaluating feasibility of remedial alternatives.
- Ability to maintain appropriate complete and accurate records.
- Thorough knowledge of state and federal laws and regulations pertaining to the assessment and cleanup of disposal sites.
- Possession of a valid Massachusetts driver's license or equivalent is required

**Qualifications - Internal**

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

MINIMUM ENTRANCE REQUIREMENTS: Applicants must have at least (A) five 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 three years must have been in a professional capacity, and of which (C) at least one year 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 one year 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 completed.

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.

**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!](#)

**Executive Order #595:** As a condition of employment, successful applicants will be required to have received COVID-19 vaccination or an approved exemption as of their start date. Details relating to demonstrating compliance with this requirement will be provided to applicants selected for employment. Applicants who receive an offer of employment who can provide documentation that the vaccine is medically contraindicated or who object to vaccination due to a sincerely held religious belief may make a request for exemption.

**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.