

2300098Q – Environmental Analyst IV – Springfield

The Massachusetts Department of Environmental Protection (MassDEP) is the state agency responsible for ensuring clean air and water, the safe management of toxics and hazards, the recycling of solid and hazardous wastes, the timely cleanup of hazardous waste sites and spills, the preservation of wetlands and coastal resources and commits to address Environmental Justice and equity for all people of the Commonwealth.

MassDEP seeks applicants for the position of Regional Project Analyst (RPA) Environmental Analyst IV (EA IV). This position is assigned to the Western Regional Office (WERO) Bureau of Administrative Services (BAS) located in Springfield, Massachusetts.

Under the direction of the Deputy Regional Director of the Bureau of Administrative Services, or designee, the EA IV will serve as the region's RPA, coordinating cross bureau and special project activities within the region as well as act as the region's pre-permitting lead and contact for entities/organizations, and perform C&E Program-related duties.

Specific duties and responsibilities include, but are not limited to, the following:

- At the direction of the Regional Director and Deputy Regional Directors, manage special cases in the region requiring particular regional coordination
- Advise region on advancing pollution prevention in permitting, assistance, compliance, and enforcement
- Focal point for region-wide responsibilities, such as Clean Energy coordination
- Working independently as the regional expert for staff with questions on MEPA requirements and associated thresholds, receive, review, track and provide draft comments for review of MEPA submittals in compliance with state MEPA statute and associated regulations
- Serve as a Records Retention expert for MEPA, demonstrating detailed understanding of state records retention policies as well as retention schedule.
- Train and supervise staff of lower grade performing similar work as required.
- Assist, as necessary, technical staff in problem solving and decision making on critical issues
- Participate in review of C&E actions to ensure consistency and technical competence throughout the region as a member of the Regional Enforcement Review Committee
- Recommend additional training and provide on-the-job training for technical personnel, when necessary, to ensure a high degree of technical competence in particular program areas
- At the direction of the Regional Director or Deputy Regional Directors, work with the Community Engagement Manager and stakeholders such as businesses, local officials, environmental activists, and neighborhood groups to help them understand and participate in complex technical issues
- Work closely with other Regional staff on a regular basis to ensure technical consistency throughout the regions, sharing problem solving techniques and decision making activities
- Lead or participate in technical resource groups

- Other duties as required by the Regional Director and DRDs
- Supervise, train, and manage staff of lower grade levels, including distribution and oversight of work assignments, performance evaluation and training;
- Ensure that all duties are completed in a timely and appropriate manner;
- Maintain required trainings and certifications as applicable;
- Other related duties as assigned.

Preferred Experience and Qualifications:

- Project management and supervision experience;
- Knowledge of the principles and practices of environmental science and public health
- Ability to understand, apply and explain the laws, rules, and regulations, policies, procedures, specifications and guidelines governing assigned unit activities
- Knowledge of the types and uses of instruments and equipment, both portable and stationary, used in measuring environmental conditions.
- Knowledge of the environmental properties of soils including the transitivity, bacteriological activity, and absorption and adsorption properties of soils.
- Knowledge of the methods of soil testing including soil classification, chemical content, trace metals analysis and aquifer characteristics.
- Practical experience conducting environmental investigations, including facility inspections and operate instruments and equipment used in measuring environmental conditions;
- Initiative and ability to work independently while also interacting effectively in a team environment;
- Ability to read and interpret documents such as chemical analysis, industrial and chemical processes, and manufacturing processes;
- Excellent communication skills including technical writing skills and the ability to and to perform mathematical calculations using formula to solve environmental science problems and express ideas clearly and concisely;
- Possession of a valid Massachusetts driver's license or equivalent is required.

Comprehensive Benefits:

When you embark on a career with the Commonwealth you are offered a great career opportunity influencing a wide-spectrum of services to the diverse populations we serve. You are also 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.

Employee Benefits include:

- Currently using an hybrid office/telework model
- Diversity-friendly and family-friendly agency that values work-life balance
- Collaborative working environment
- 75% state paid medical insurance premium
- Dental and Vision Insurance
- Flexible Spending Account and Dependent Care Assistance program
- Low cost basic and optional life insurance

- Retirement Savings: State Employees' Pension and a Deferred Compensation 457(b) plan
- 12 paid holidays per year and competitive Sick, Vacation and Personal Time
- Tuition Benefit for employee and spouse at state colleges and universities
- Short-Term Disability and Extended Illness program participation options
- Incentive-based Wellness Programs
- Professional Development and Continuing Education opportunities

Qualifications - External

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.

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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.