

230008J1 – Environmental Engineer V – 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 Engineer V within the Bureau of Water Resources (BWR), Wastewater Program. The BWR wastewater program is charged with regional implementation of MassDEP Wastewater Regulations to ensure the protection of public health. This position is based in MassDEP's Central Regional Office, Worcester, Massachusetts and will be responsible for the overall management and technical supervision of all CERO Wastewater Program staff and the administration of the Program and associated statutes and regulations. This position is also responsible for staff work assignments, review and signing of draft permits, enforcement actions, and MEPA review correspondence, all conducted in a timely manner and in accordance with the regulatory requirements. The Section Chief is also responsible for performing reviews of very complex wastewater engineering plans, permitting and enforcement cases assigned to them. This position is responsible for the program's regional data and record management; coordination with other BWR programs, MassDEP bureaus, OGC, other regions, other State and Federal agencies; providing technical assistance and outreach to stakeholders and municipalities with timely and accurate information; implementing Human Resource activities such as hiring and EPRS reviews; supporting the CERO management team; and supporting the Boston office by participating in the development of policies, regulations, and guidance for the Wastewater Program. 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

- Supervise the Wastewater Program Staff.
- Oversee the assignment, tracking, and review of permit applications and requests for approvals submitted to the CERO Wastewater Management Section, including applications for MassDEP Groundwater Discharge Permits, Title 5 approval applications, and approvals for major physical modification of wastewater treatment facilities.
- Ensure work products are consistent with applicable statutes, regulations, policies and guidance and decisions are made on accurate engineering plans and supporting documents.
- Conduct and supervise the review of highly complex wastewater and water pollution control projects associated plans and specifications, including residual waste projects and draft appropriate technical and regulatory responses in accordance with regulatory timeframe.
- Assign, conduct, and oversee inspections of MassDEP permitted wastewater treatment facilities and draft and review inspection reports in CERO.

- Supervise and assist staff in developing enforcement actions resulting from inspections, review of discharge monitoring reports, and unpermitted wastewater discharges in accordance with MassDEP protocols and procedures.
- Oversee compliance status of issued Wastewater Permits and Enforcement actions;
- Manage databases and records.
- Attend Section Chief meetings and participate in policy/programmatic decision-making.
- Provide technical assistance and guidance to MassDEP staff, the regulated community, and the general public with respect to water pollution control regulations, policies, and guidance.
- Reviews Project Evaluation Forms and coordinates with the Municipal Services State Revolving Fund in the region for wastewater projects;
- Represent MassDEP in conferences, workshops, and trainings to promote Clean Waters Act compliance and protection of water resources.
- Supervise, mentor, and provide guidance on procedures and priorities to regional wastewater staff, conduct staff performance evaluations, and assist with hiring process.
- Perform other duties as assigned.

Preferred qualifications at hire:

- Ability to evaluate very complex engineering plans and studies, hydrogeological reports, numerical models and to analyze and determine the applicability of environmental data, draw conclusions, and make appropriate recommendations.
- Knowledge of the principals of civil and environmental engineering as these relate wastewater treatment and sewer collection systems.
- Knowledge of Massachusetts wastewater statutes, regulations, policies, guidance and procedure relating to new construction, treatment, and collection (Clean Water Act, Surface Water Discharge, Groundwater Discharge, Title 5, Operation & Maintenance of treatment facilities, Reclaimed Water, Residuals management, CSO/Sanitary Sewer Overflow Notification, and certification of operators).
- Knowledgeable of wastewater treatment technologies.
- General knowledge of water sampling procedures.
- Ability to express complex ideas clearly and concisely, and to explain concepts in a logical sequence verbally and in writing.
- Ability to represent the Department in a professional manner at inspections, public meetings and formal enforcement proceedings.
- Ability to effectively supervise and provide feedback to staff.
- Ability to interpret environmental regulations.
- Experienced in interacting with the public and public officials.
- Strong knowledge and ability using computer programs (Microsoft Word, Excel, Outlook, GIS) and developing and managing databases and map preparation.
- Ability to multitask and strong time management skills
- Strong organizational skills and record management skills.
- Ability to establish and maintain effective working relationships with coworkers and the public.
- Ability to follow instructions, guidelines, and procedures.
- Demonstrated experience supervising staff.
- Possession of a valid Massachusetts driver's license or equivalent is required.

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) six years of full-time, or equivalent part-time, technical or professional experience in the field of environmental engineering, civil engineering, sanitary engineering, mechanical engineering, chemical engineering or public health engineering and (B) of which at least four years must have been in a professional capacity and (C) of which 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 substitutions below.

Substitutions:

I. An Associate's degree with a major in civil engineering or civil engineering technology may be substituted for a maximum of one year of the required (A) experience.*

II. A Bachelor's degree with a major in environmental engineering, civil engineering, civil engineering technology, sanitary engineering, mechanical engineering, chemical engineering or public health engineering may be substituted for a maximum of two years of the required (A) experience.*

III. A Graduate degree with a major in environmental engineering, civil engineering, sanitary engineering, mechanical engineering, chemical engineering or public health engineering 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!](#)

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.