



*“Connecting communities with their watersheds through integrated strategies for a healthy, resilient future.”*

**JOB TITLE:** *Civil/Stormwater Engineer*

**START DATE:** *Immediate, position open until filled.*

**STATUS:** *Part-Time or Full-Time*

**PAY:** *\$75,000-\$105,000 Annually*

**FULL-TIME BENEFITS:** *Vacation, Training/Wellness Stipends, 401k Match, Long/Short Term Disability*

**LOCATION:** *Southern and Central California (Sierra Nevada or Ojai offices), mostly remote with occasional travel.*

**TO APPLY:** Submit resume and cover letter to [applications@h2oprogressive.com](mailto:applications@h2oprogressive.com)

### **About Watershed Progressive**

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Watershed Progressive (WP) is a leader in sustainable water conservation providing design/build services, consultation and water education for residential and commercial clients. WP integrates onsite water capture (rainwater, greywater, stormwater) with watershed level planning and monitoring to conserve water, sequester carbon and create beautiful ecologically sustainable landscapes. Through collaborative projects, we integrate tools like greywater reuse, rainwater harvesting, and stormwater management to achieve many benefits including water conservation, hazard mitigation, community water security, and watershed and community health. Our work is rooted in technical knowledge, holistic design, and personal relationships. Join our team of Environmental Scientists, Ecologists, Engineers, Planners, Landscape Architects, and Field/Construction staff to help build and enhance thriving communities.

Watershed Progressive is hiring a licensed Civil/Stormwater Engineer to join our team! As a Civil/Stormwater Engineer at Watershed Progressive, you will play a crucial role in advancing our mission of water conservation and reuse through your technical expertise. Your responsibilities will encompass a wide range of tasks related to water resource analysis, site design, data visualization, technical writing, and team collaboration. Your work will contribute to the development and implementation of nature-based water management solutions. This position offers an opportunity to expand your career in integrative water strategies for climate resilient communities.

- The Civil/Stormwater Engineer will report to the Tech Hub Manager and work closely with the Director of Environmental Design, GIS Manager, and other staff; will be expected to coordinate team members on project-based tasks, and to coordinate with project consultants and contractors.
- To apply for this position, please submit your resume, work examples and a cover letter outlining your qualifications and interest in the role to [Applications@h2oprogressive.com](mailto:Applications@h2oprogressive.com)
- **Note:** This job description is intended to provide an overview of the responsibilities and qualifications for the position. It is not an exhaustive list of duties, and additional responsibilities may be assigned as needed.

### **Who Should Apply:**

Women, BIPOC, LGBTQIA+, and other people from communities traditionally underrepresented in the environmental sectors, are encouraged to apply. Even if you do not meet all described above, we



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encourage anyone who is interested in this opportunity to apply. **We seek dedicated people who believe they have the skills and ambition to succeed at Watershed Progressive to apply for this role.**

**In this position, you will:**

- **LEAD** analysis and design of stormwater BMPs, grading, and drainage at all project phases.
- **TEACH** stormwater management techniques to a multi-disciplinary team.
- **LEARN** about Watershed Progressive’s unique approach using multiple benefit tools including climate appropriate landscaping, greywater reuse, rainwater harvesting, and more.
- **IMPROVE** our team’s application of stormwater analysis at a variety of scales from site to regional.

**The ideal candidate has:**

- Minimum of 2 years’ experience Civil/Stormwater Engineering, plus:
- CA PE License
- Civil 3D AutoCAD software experience
- Experience with Stormwater Permitting in California
- Experience in grading and drainage design from site assessment and concept to construction documents

**Any of these additional skills and experience are a plus:**

- Experience with nature-based design, Low Impact Design (LID) and holistic design approaches
- Experience with Construction Administration and working in the field during construction phase.
- ArcView GIS software experience, GIS/CAD nexus, and Geoplanner
- Knowledge of Python for GIS data modeling
- Cost estimating at various project phases.
- Ability to project manage, lead and work on multiple projects concurrently.
- Experience with Rainwater Harvesting, Greywater Irrigation, and Water Reuse Systems
- Experience with Agricultural systems and water quality

**Benefits include:**

- Remote work, with occasional travel required.
- Health care stipend
- Annual training funds
- Paid holidays
- PTO Vacation and sick time

**Onboarding**

Within 1 month in this role, you will:

- Begin to understand the intersection of Watershed Progressive’s multiple programs and projects and how they work towards the organization’s mission statement.
- Begin to understand the integration of WP’s toolkits and multiple benefits.



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- Be comfortable working across multiple platforms to communicate with team members and external partners, complete and delegate project tasks, find relevant project background information and document project steps.
- Begin to conduct stormwater engineering design and calculations for an ongoing project(s)

Within 3 months in this role, you will:

- Be involved in multiple projects that involve technical stormwater work both as part of a team and as a project lead.
- Understand who our various project partners, collaborators, funders, and stakeholders are and their roles in our projects and programs.
- Understand our modeling and opportunities analysis work and begin to help review and give feedback on innovative processes for quantifying projects.
- Be able to lead a technical training at an all-hands (company-wide) staff meeting.

Within 6 months in this role, you will:

- Manage and lead multiple projects pertaining to technical stormwater design or other closely related areas.
- Be able to work across hubs/disciplines with WP's designers, ecologists, and specialists towards project goals.
- Be able to lead QA/QC of technical design work, including geodesign review.
- Be comfortable suggesting/proposing new ideas and opportunities for more efficient work processes.
- Be comfortable suggesting/proposing new ideas and opportunities for new and inclusive practices to expand equity and diversity in projects and within the company culture.
- Continue to define and work towards your own personal and professional development goals with support from mentors and company paid training funds.
- Support with proposals for grants and project development and lead technical writing and review for proposals.