TITLE: Environmental Analyst - Road Stream Crossing Implementation Specialist

EMPLOYER: NEIWPCC, Wannalancit Mills, 650 Suffolk Street, Suite 410, Lowell, MA 01854

LOCATION: NYSDEC’s Hudson River Estuary Program, 21 S. Putt Corners Road, New Paltz, NY 12561

BACKGROUND INFORMATION: NEIWPCC is a regional commission that helps the states of the Northeast preserve and advance water quality. We engage and convene water quality professionals and other interested parties from New England and New York to collaborate on water, wastewater, and environmental science challenges across the regions, ecosystems, and areas of expertise. NEIWPCC is committed to fostering, cultivating, and preserving a culture of diversity, equity, and inclusion.

The primary goal of the Drinking Water Source Protection Program in New York State is to develop and implement source water protection measures for public water systems throughout the State. Source water protection strategies are most effective when implemented at the local community level. As such, NEIWPCC professionals will partner with staff from NYSDOH to assist with the implementation of this program.

JOB SUMMARY: Road stream crossings (RSX) and dams bisect and negatively impact many streams and rivers in the Hudson River Estuary tributaries and their watersheds. This NEIWPCC Environmental Analyst will use existing information from RSX assessments, municipal RSX management plans, and other relevant data sources to encourage and assist in the implementation of projects that mitigate their impacts to aquatic resources and localized flood risks. Working with local and county government, and state and federal natural resource and transportation agencies, the position will proactively assist local highway departments implement and construct replacements for RSX that are undersized and are barriers to aquatic organism passage (AOP). This will require identifying local priorities and advancing them to construction, providing the necessary resources to facilitate that process. Also, the position will assist in advancing dam removal in the Hudson Valley by working with dam owners and partners.

Duties will be performed largely in an office setting, but with need for travel for which a valid driver’s license and private means of transportation must be available. Incumbent must be able to work outdoors in all types of weather and travel over rough terrain and water.

DUTIES AND RESPONSIBILITIES:

1. Implement aquatic barrier restoration priorities from the Hudson River Estuary Program’s current Action Agenda, including both RSX and dam removal.
2. Develop and deliver a RSX outreach program to build strong relationships with local highway and municipal staff to implement RSX and other instream and stream corridor restoration projects.
3. Become a trained leader in Aquatic Organism Passage (AOP) assessments through the North Atlantic Aquatic Connectivity Collaborative.
4. Where necessary, assess AOP, or direct others to do so, to meet emerging RSX assessment needs.
5. Work with New York State Water Resources Institute (WRI) to collect and manage the hydraulic and hydrology (H&H) modeling of the RSX through the Cornell Culvert Model, as necessary.
6. Populate the WRI barrier mapper with updated information as new information is gained.
7. Facilitate the advancement of RSX assessment, prioritization, and management documentation and data to construction and implementation.
8. Maintain a strong understanding of RSX funding opportunities and build relationships with funders to advance local municipal, watershed, and HREP aquatic resource priorities.
9. Track RSX and dam removal projects to report on annual metrics and success.
10. Assist in monitoring and reporting success of both RSX mitigation and dam removal projects.
11. Collaborate with HREP teams to help ensure natural resource data is incorporated into local outreach and planning.
12. Assist watershed staff, as needed, with riparian restoration (i.e., Trees for Tribes program), stream/road crossing assessments, and water quality monitoring (including water chemistry, macroinvertebrates, contaminants of emerging concern, etc.) in the lower Hudson River Watershed.

SUPERVISORY CONTROLS: Incumbent operates with some independence of action and delegation of professional decisions within his or her area of activity. Job performance is evaluated by the NEIWPCC project manager, in consultation with Scott Cuppett, Hudson River Estuary Program, Watershed Program Manager.

The incumbent will rely on their ability, expertise, and commitment to excellence. The incumbent also will build NEIWPCC's culture which focuses on honesty, ethical behavior, personal integrity, respect for others, transparency, hard work, and collaborative teamwork.

Based on assignment, incumbents of positions at this level may exercise direct supervision (i.e., not through an intermediate level supervisor) over, assign work to, and review the performance of 1-5 technical or professional personnel; may exercise indirect supervision (i.e., through an intermediate level supervisor) over 6-15 technical or other personnel; and/or may exercise functional supervision (i.e., over certain but not all work activities, or over some or all work activities on a temporary basis) over 1-5 technical or professional personnel.

REQUIREMENTS:
- A valid driver’s license and access to own transportation required.
- Attendance is mandatory in the Lowell office for a one-day orientation and at the annual All Staff Meeting (held the last Thursday and Friday in March each year).
- This is a full-time position. This position requires incumbent to be in the office or at the assigned work location Monday – Friday for the first six months of employment. After six months of employment, this position may be eligible for a partial telework schedule, subject to approval and determined by program and office needs. Telework schedules are authorized by the Executive Director.
- Proof of COVID-19 Vaccination required.

PREFERRED QUALIFICATIONS: A bachelor’s degree in environmental science, geography, biology, chemistry, earth science, geology, hydrogeology, hydrology, environmental health, toxicology, Geographical Information Systems (GIS), public health, or related field.
At least three years of full-time or equivalent part-time, technical, or professional experience in the above-mentioned fields, of which at least one year must have been in a professional capacity.

**Special Knowledge and Skills**
- Experience with community outreach, stakeholder engagement, and/or communicating with the public about complex state and federal programs.
- Knowledge and understanding of state and federal environmental regulations.
- Knowledge of Safe Drinking Water Act and SWAP programs.
- Knowledge of groundwater, as well as surface water, hydrology.
- Knowledge and experience with aspects of water quality and watershed management.
- Excellent computer skills, including with Geographical Information Systems (GIS).
- Competence in statistical analysis of large data sets.
- Skills in database development and maintenance.
- Ability to follow oral and written instructions.
- Ability to maintain accurate records.

**Personal Characteristics**
- Naturally prone to action with a focus toward continuous improvement and is committed to contributing to the overall success of NEIWPCC.
- Ability to build collaborative relationships across NEIWPCC and our partners.
- Approachable and diplomatic in all interactions.
- Able to manage change and articulate the “value case” for it.
- A team player who is inclusive and willing to help others.
- Dependable and capable of fostering trust.
- Accepts responsibility and is accountable for results.
- Ability to write concisely to express thoughts clearly and to develop ideas in logical sequence.
- Ability to exercise discretion in handling confidential information.
- Excellent organizational skills and the ability to prioritize key deliverables.

**SALARY**: Salary dependent on experience and qualifications.

**BENEFITS**: Generous benefits package provided, which includes: vacation, personal and sick leave, paid holidays as determined by office location; health, dental, disability and life insurance; retirement plan.