

TITLE: ENVIRONMENTAL ANALYST

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

LOCATION: New York State Department of Environmental Conservation (NYSDEC), 625 Broadway, Albany, NY 12233-3507.

BACKGROUND INFORMATION: NEIWPC 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.

The primary goal of the next generation of Source Water Protection 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, NEIWPC professionals will team with staff from NYSDEC.

JOB SUMMARY: The Bureau of Water Assessment and Management (BWAM) is responsible for implementing the Division of Water's (DOW) water quality research and monitoring. The Monitoring and Assessment Section (MAS) is responsible for monitoring and studying the ambient chemical, physical, and biological integrity of New York State's lakes, rivers, and groundwater. Monitoring is largely conducted through the Rotating Integrated Basin Studies (RIBS) program, comprised of professional and citizen driven monitoring programs. Under the general guidance of supervisors, this position will support MAS programs and applied research efforts to collect, analyze, interpret, and communicate lake water quality data from lakes across New York State (NYS). The work will have a strong emphasis on attention to detail, accuracy, and timeliness.

DUTIES AND RESPONSIBILITIES: The incumbent will assist with the following:

- Coordinate with DOW's Drinking Water Source Protection Program to determine monitoring needs and sample design to address these needs.
- Assist with the engagement and coordination of volunteers participating in the Citizens Statewide Lake Assessment Program using online tools and in person trainings. This includes efforts to engage low income and minority communities in collaboration with the NYSDEC's Office of Environmental Justice.
- Assist with MAS field preparation and water quality, biological, and habitat sampling efforts in lakes, ponds, and reservoirs across NYS.
- Assist MAS staff in operation of the HABs Program and public reporting efforts.
- Assist with identification of lake research, study development, and drafting papers for peer-reviewed publication by summarizing findings from MAS programs for the purpose of advancing and enabling lake monitoring and management at the state and local levels.
- Assist in water quality monitoring data processing and entry into various MAS data management platforms.
- Candidates must be able to work well in a team, work outdoors under a variety of weather conditions, work from boats, lift up to 50 lbs., and be able to travel overnight or for extended hours regularly during the field season (with

- reimbursement, and including being eligible to drive in New York in order to contribute to field work assignments).
- Participate in all training necessary to conduct sampling, operate vessels, and use DOW databases.
 - Other duties as assigned.

The satisfactory performance of the above duties and responsibilities requires the incumbent to have a thorough understanding of NEIWPC's programs, organization, and policies, to exercise initiative and resourcefulness in complicated situations, and to be able to work effectively with state and federal contacts at both staff and top management levels, and with varied professional backgrounds. The ability to organize workload, and perform tasks in an accurate, conclusive and timely manner is required.

SUPERVISORY CONTROLS: Incumbent operates with some independence of action within their area of activity. This position is contained within the Division of Water (DOW), Bureau of Water Assessment Management within the NYSDEC. Job performance is evaluated by Alene Onion, Environmental Program Specialist, NYSDEC, and in consultation with the NEIWPC Project Manager.

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

PREFERRED QUALIFICATIONS: A bachelor's degree in limnology, biology, environmental biology, environmental science, or related field preferred.

Applicants must have at least three years of full-time, or equivalent part time, technical or professional experience in the field listed above, of which at least one year must be in a professional capacity.

Substitutions

- I. An associate's degree with a major in a field referenced above or a related field may be substituted for a maximum of one year of the required experience.*
- II. A bachelor's degree with a major in a field referenced above or a related field may be substituted for a maximum of two years of the required experience.*
- III. A graduate degree with a major in a field referenced above or a related field may be substituted for required experience.*

* Education toward such a degree will be prorated on the basis of the proportion of the requirements actually completed.

Personal Characteristics

- Think and act in a broad collaborative style. Care deeply about the health and impact of the entire organization.
- Comfortable in group settings and welcomes collaboration.
- Naturally prone to action with a focus toward continuous improvement.
- Diplomatic and welcoming in their approach to others.

- Able to manage change and articulate the “value case” for it.
- Comfortable working in a very collaborative environment and oriented toward getting things done; able to bring perspectives and ideas to the table while remaining open to perspectives and ideas from others. Open to lively debates.
- Inclusive and interested in helping others.
- Capable of fostering and deserving of trust.
- Accept responsibility and is accountable for results.
- Ability to write concisely, express thoughts clearly, and to develop ideas in logical sequence as well as communicate well verbally.

Special Knowledge and Skills

In general, a background in limnology and experience collecting and working with water quality data, analysis, and reporting is preferred. More specifically:

- Experience with Geographic Information Systems (GIS), such as ArcGIS Online
- Experience with the statistical computing software (R)
- Proficiency in Microsoft Excel, Word, and Access
- Clear communication and public speaking abilities
- Experience operating and trailering watercraft.
- Experience with development of automated processes
- Knowledge of environmental contaminants, including but not limited to emerging contaminants and HABs, and their behavior in the environment.
- Willingness to work long days and participate in overnight trips

Environmental Factors

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. Position will require travel especially during periods of the year when field work is required; travel and field work may comprise up to 30% of time, annually.

Requirements

- A valid driver’s license and access to own transportation required.
- Attendance in the Lowell office for a one-day orientation and attendance at the annual All Staff Meeting is mandatory.
- Position requires incumbent to be in the office Monday – Friday for the first six months of employment. There is the possibility of a partial telework schedule post six-month evaluation. This position requires the incumbent to work five days a week, 7½ hours per day, except for approved compensatory time. Candidate must be able to work additional hours.

SALARY: Salary dependent upon level of experience and qualifications.

BENEFITS: Generous benefits package provided, but not included in salary range: vacation, personal and sick leave; health, dental, disability and life insurance; retirement plan.

The position is financially supported by a contract between New York State and NEIWPC that expires on March 31, 2028.