

Hydrogeologist 3 (In-Training)



Salary

\$69,684.00 - \$103,440.00 Annually

Location

King County - Shoreline, WA

Job Type

Full Time - Permanent

Remote Employment

Flexible/Hybrid

Job Number

2026-WR2018-02603

Department

Dept. of Ecology

Division

Water Resources

Opening Date

04/06/2026

Closing Date

Continuous

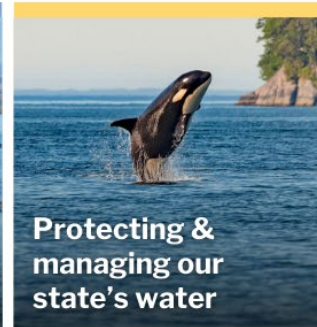
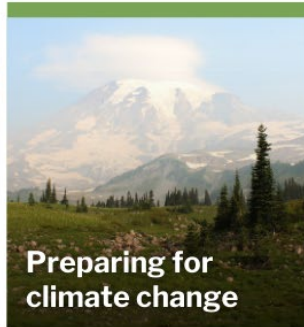
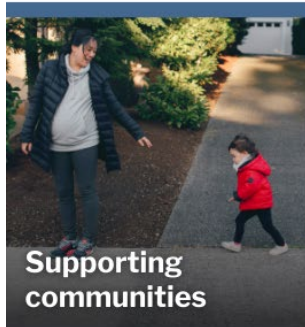
Salary Information

The high end of the salary range, Step M is typically a longevity step

- [Description](#)

- [Benefits](#)
- [Questions](#)

Description



Keeping Washington Clean and Evergreen

The Department of Ecology is hiring a **Hydrogeologist 3 (In-Training)** within the [Water Resources Program](#).

Location:

- Northwest Region Office in [Shoreline, WA](#).
- The salary listed includes 5% premium pay due to the position location in King County.

- Upon hire, you must live within a commutable distance from the duty station.

Assignment Pay:

- If the finalist for this position qualifies at the Hydrogeologist 3 level, they will receive additional 7.5% assignment pay due to the required licensure.

Schedule:

- This position is eligible for telework and flexible schedule options.
- A minimum of three days per week is required in the office during the first six-months of employment. Additional telework options will be available following this period.
- Schedules are dependent upon position needs and are subject to change.

Application Timeline:

- **Apply by April 19, 2026**
- This position will remain open until filled. The agency reserves the right to make a hire at any time after application review begins. Applications received after the date above may not be considered.



Ecology is committed to Diversity, Equity, Inclusion, and Respect

Duties

In this position, you will serve as a permit writer, processing water right applications, developing Reports of Examination, conducting hydrogeologic evaluations and generating

technical memorandums in support of permitting decisions. You will develop in-depth knowledge of water resources science and legal framework, and must effectively communicate and perform technical consultation with other agencies, Tribes, businesses, interest groups, and local governments regarding complex issues.

What you will do:

- Lead hydrogeologic investigations, provide technical peer reviews, and serve as a technical expert for the region on surface and groundwater flow.
- Identify the hydrogeologic characteristics of drainage basins and aquifers. Apply standard methods to identify groundwater movement and storage, groundwater recharge and discharge, areal extent and thickness of geologic formations, hydraulic conductivities, boundary conditions, extent of ground-water mining, and other aquifer properties. Draft hydrogeologic cross-sections.
- Measure streamflow, identify stream flow characteristics, estimate low streamflow, and conduct watershed yield analysis.
- Independently perform field and office investigations of applications for new water rights and changes to existing water rights and prepare Reports of Examination and other decision documents.
- Develop and prepare technical materials, gather legally defensible data, consider input from interested parties to gain consensus when possible, and conduct necessary water rights/water law research in making permit decisions.
- Serve as contact person for water rights in assigned watersheds; respond to inquiries from public officials and private interests.

Qualifications

This position offers an in-training plan and may be filled at the Hydrogeologist 2 or 3 level, depending on your qualifications. If you qualify at the HG2 level and are hired, you will progress through an in-training plan to become an HG3 within a specified time period.

For detailed information on how we calculate experience and responses to other frequently asked questions, please visit our [Recruitment website](#).

Required Qualifications:

At the Hydrogeologist 2 level (In-Training)

Pay Range 58, \$5,807 - \$7,815 monthly

Six years of experience and/or education as described below:

- **Experience** as a hydrogeologist, hydrologist, geologist or closely allied profession.
- **Education** involving a major study in hydrogeology, hydrology, geology or closely allied field..

Examples of how to qualify:

- 6 years of experience.
- 5 years of experience AND 30-59 semester or 45-89 quarter college credits.
- 4 years of experience AND 60-89 semester or 90-134 quarter college credits (Associate's degree).
- 3 years of experience AND 90-119 semester or 135-179 quarter college credits.
- 2 years of experience AND a Bachelor's degree.
- 0 years of experience AND a Master's degree or above.

At the Hydrogeologist 3 level (Goal Class)

Pay Range 62, \$6,412 - \$8,620 monthly

Possession of a valid Washington State Geologist license and Hydrogeologist Specialty license.

AND

Seven years of experience and/or education as described below:

- **Experience** as a hydrogeologist, hydrologist, geologist or closely allied profession.
- **Education** involving a major study in hydrogeology, hydrology, geology or closely allied field..

Examples of how to qualify:

- 7 years of experience.
- 6 years of experience AND 30-59 semester or 45-89 quarter college credits.
- 5 years of experience AND 60-89 semester or 90-134 quarter college credits (Associate's degree).
- 4 years of experience AND 90-119 semester or 135-179 quarter college credits.
- 3 years of experience AND a Bachelor's degree.
- 1 years of experience AND a Master's degree.

Special Requirements/Conditions of Employment:

- **At the HG3 level:** Possession of a Washington State Geologist license and Hydrogeologist specialty license.

NOTE: Individuals who are interested in applying to this position, and believe they meet licensing requirements for the State of Washington based on reciprocity, are responsible for ensuring they meet licensing requirements for the State of Washington prior to submitting their application materials. These requirements can be found at the following website: [WA State Licensing \(DOL\) Official Site: How to get your license: Geologists, engineering geologists, or hydrogeologists by reciprocity.](#)

Supplemental Information

Ecology does not use the **E-Verify** system; therefore, we are not eligible to extend STEM Optional Practical Training (OPT). For more information, please visit www.uscis.gov.

Application Process

Ecology seeks diverse applicants: We view diversity, equity, inclusion, and respect through a broad lens including race, ethnicity, class, age, religion, sexual orientation, gender identity, immigration status, military background, language, education, life experience, physical disability, neurodiversity, and intersectional identities. Qualified job seekers from all backgrounds are encouraged to apply.

How to Apply

Click “Apply” at the top of this page. Complete the entire application, including full work history and responses to all supplemental questions, and attach:

- Cover letter, describing your interest in and qualifications for this position
- Resume

Because we base our selection on the information you provide, it is in your best interest to complete the application thoroughly. A resume will not substitute for the “work experience” section of the application or vice versa. Applications with blank fields or supplemental question responses with comments such as “see resume” may be considered incomplete.

For detailed application information, please visit our [Recruitment website](#).

Application Attestation: By submitting an application, you are affirming that the information contained in your application and on all attachments is complete and truthful. The state may verify this information, and any false or misleading answers may result in rejection of your application or dismissal if employed.

Need an Accommodation?

If you need reasonable accommodation during the application and/or screening process, including this job announcement in an alternate format:

- Please contact us at 360-407-6186 or careers@ecy.wa.gov
- If you are deaf or hard of hearing, you may call through the Washington Relay Service by dialing 711 or 1-800-833-6384.

Questions?

- For specific questions about the position location options, schedule, or duties, please contact **Kasey Cykler** at Kasey.Cykler@ecy.wa.gov
- If you need assistance applying for this job, are inquiring about the status of your application, would like to request the full position description, or have any other questions, please contact the Recruitment Team at careers@ecy.wa.gov

About the Water Resources Program (WRP)

The mission of the Water Resources Program is to support sustainable water resources management to meet the water needs of people and the natural environment, in partnership with Washington's communities.

About the Department of Ecology

As the State of Washington's environmental protection agency, we are deeply committed to protecting, preserving, and enhancing Washington's environment for current and future generations. Joining Ecology means becoming part of a team dedicated to protecting and sustaining healthy land, air, water, and climate in harmony with a strong economy. A career in public service at Ecology allows you to help solve some of the most challenging problems facing our state, while keeping your health and financial security a priority. We combine one of the most competitive benefits packages in the nation with a strong commitment to life/work balance. We invest in our employees to create and sustain a working environment that encourages creative leadership, effective resource management, teamwork, professionalism, and accountability.

Diversity, Equity, Inclusion, and Respect (DEIR) are core values central to Ecology's work. We strive to be a workplace where we are esteemed for sharing our authentic identities, while advancing our individual professional goals and collaborating to protect, preserve, and enhance the environment for current and future generations.

We believe that DEIR is both a goal and an action. We are on a journey, honoring our shared humanity and taking steps to demonstrate our commitment to a vision where each of us is heard, seen, and valued.

Ecology employees may be eligible for the following: [Medical/Dental/Vision for employee & dependent\(s\)](#), [Public Employees Retirement System \(PERS\)](#), [Vacation, Sick, and other Leave](#), [11 Paid Holidays per year](#), [Public Service Loan Forgiveness](#), [Tuition Waiver](#), [Long Term Disability & Life Insurance](#), [Deferred Compensation Programs](#), [Dependent Care Assistance Program \(DCAP\)](#), [Flexible Spending Arrangement \(FSA\)](#), [Employee Assistance Program](#), [Commuter Trip Reduction Incentives](#), [Combined Fund Drive](#), [SmartHealth](#) *[Click here for more information](#)

To learn more about Ecology, please visit our [website](#), explore [Working at Ecology](#), check out our [Strategic Plan](#), and connect with us on [LinkedIn](#), [Facebook](#), [Instagram](#), [YouTube](#), or our [blog](#).

Equal Opportunity Employer: The Washington State Department of Ecology is an equal opportunity employer. We strive to create a working environment that includes and respects cultural, racial, ethnic, sexual orientation and gender identity diversity. Women, racial and ethnic minorities, persons of disability, persons over 40 years of age, veterans, military spouses or people with military status, and people of all sexual orientations and gender identities are encouraged to apply.

Collective Bargaining: This is a position covered by a bargaining unit for which the Washington Federation of State Employees (WFSE) is the exclusive representative.

Note: This recruitment may be used to fill other positions of the same job classification across the agency. Once all the position(s) from the recruitment announcement are filled, the recruitment may only be used to fill additional open positions for the next sixty (60) days.