

Hydrogeologist 4



Salary

\$86,881.44 - \$116,938.44 Annually

Location

Benton County – Richland, WA

Job Type

Full Time - Permanent

Remote Employment

Flexible/Hybrid

Job Number

2026-NWP3072-04157

Department

Dept. of Ecology

Division

Nuclear Waste

Opening Date

05/21/2026

Closing Date

Continuous

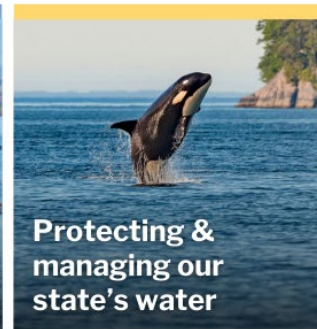
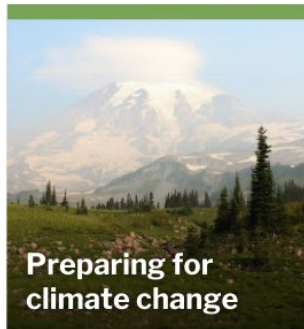
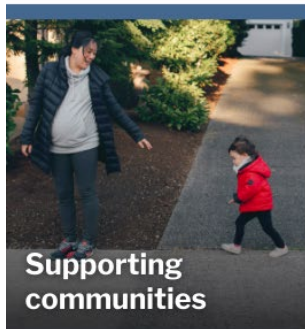
Salary Information

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

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Description



Keeping Washington Clean and Evergreen

The Department of Ecology is hiring a **Hydrogeologist 4** within the [Nuclear Waste Program](#).

Location:

- Richland Field Office in [Richland, WA](#).
- Upon hire, you must live within a commutable distance from the duty station.

Assignment Pay:

- The salary listed includes 7.5% assignment pay due to the required licensure.

Schedule:

- This position is eligible for telework and flexible schedule options.
- You may telework most of your work time, with at least one in-office day every other week and occasional fieldwork to observe sampling or drilling activities.
- Schedules are dependent upon position needs and are subject to change.

Application Timeline:

- **Apply by June 7, 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 role, you will provide expert guidance on groundwater and vadose zone conditions that directly inform cleanup and regulatory decisions for the Hanford Tank Farms. You'll analyze subsurface data, evaluate contaminant fate and transport modeling, and advise on remediation strategies that protect human health and the environment. You will also serve as the program's technical authority on leak evaluations, groundwater impacts, and the scientific foundation behind cleanup actions.

This position offers the opportunity to work on some of the most complex hydrogeologic challenges in the country, with direct influence on long-term environmental outcomes. You'll engage in technical reviews, collaborate with federal partners, shape cleanup plans, and support milestone negotiations. This role also allows you to deepen your expertise in large-scale remediation and regulatory oversight while serving as a trusted technical

resource and contributing to meaningful, technically complex work that will have a lasting impact on the environment and public health.

What you will do:

- Evaluate U.S. Department of Energy and contractor determinations of past and present single-shell tank (SST) leaks.
- Review Resource Conservation and Recovery Act (RCRA) facility investigations, scientific studies, remediation plans, sampling plans and data, and other compliance documents related to groundwater, vadose zone, and surface water contamination and cleanup at the Hanford Site.
- Develop hydrogeologic recommendations for project managers, the senior groundwater specialist, other site-wide specialists, and section managers.
- Evaluate permit requests for groundwater wells and groundwater monitoring.
- Review engineering reports and annual RCRA and Comprehensive Environmental Response, Compensation, and Liability Act (CERCLA) site-wide groundwater reports.
- Work collaboratively with chemists, engineers, toxicologists, and regulatory specialists to support environmental remediation that protects human health and the environment.
- Review and interpret vadose zone and groundwater fate-and-transport modeling to inform cleanup and closure planning for the SST farms.
- Plan, organize, and lead regulatory aspects of hydrogeologic investigations of subsurface conditions.



Qualifications

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

Required Qualifications:

Possession of a Washington State Geologist license and a Washington State Hydrogeologist specialty license

AND

Nine (9) years of experience and/or education as described below:

- **Experience** as a hydrogeologist, hydrologist, geologist, or closely allied profession.

Experience must include demonstrated competence in the following skillsets:

- **Hydrogeologist Knowledge** – Advanced understanding of physical and natural sciences to evaluate vadose zone, groundwater and surface water quality, quantity, and basin-wide management.

- **Data Analysis** – Ability to interpret complex monitoring data to assess trends, risks, and compliance. Experience in using technical tools to support assessment and long-term resource planning.
- **Critical Thinking** – Ability to interpret and apply the Water Code, Ground Water Quality Standards, Dangerous Waste Regulations, and related state and federal laws. Demonstrated ability in evaluating compliance of projects and programs with departmental regulations and statutory requirements
- **Communication and Technical Writing** – Ability to communicate complex scientific and regulatory concepts in clear, concise, and tactful written and oral formats. This will include the ability to prepare, review, and publish high-level technical reports, bulletins, and guidance documents.
- **Regulatory Interpretation and Compliance** – Demonstrated ability providing advanced technical review of RCRA permitting projects, CERCLA decision documents, groundwater well installation requests, and groundwater monitoring systems, ensuring alignment with regulatory requirements and site-wide hydrogeologic strategy.
- **Education** involving a major study in hydrogeology, hydrology, geology, or closely allied field.

Examples of how to qualify:

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

Special Requirements/Conditions of Employment:

- Must possess a Washington State Geologist license and a Washington State Hydrogeologist specialty license.
- Must meet U.S. Department of Energy requirements to acquire and maintain a badge for access to the Hanford Site.
- Must possess and maintain a valid driver's 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](#)

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 Beth Rochette at Beth.Rochette@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 Nuclear Waste Program

The Nuclear Waste Program (NWP) enforces regulatory compliance and cleanup at the Hanford Site and at other facilities managing nuclear waste statewide. It also promotes public involvement, congressional and federal contact, and interstate activities in order to

enhance nuclear waste management, compliance, and cleanup of the Hanford Site. This position is in NWP's Cleanup Section.

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](#)

For this position, personal protective equipment will be provided by the program along with reimbursement for required footwear.

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.