

Geothermal Senior Planner (Environmental Planner 4)



Salary

\$76,608.00 - \$102,996.00 Annually

Location

Multiple Locations Statewide, WA

Job Type

Full Time - Non-Permanent

Remote Employment

Flexible/Hybrid

Job Number

2026-SEAT314-06967

Department

Dept. of Ecology

Division

Shorelands and Environmental Assistance

Opening Date

08/27/2026

Closing Date

Continuous

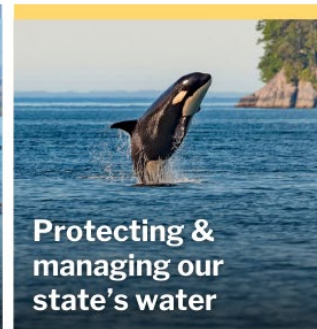
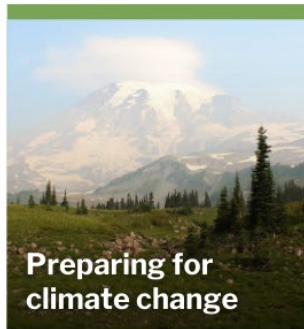
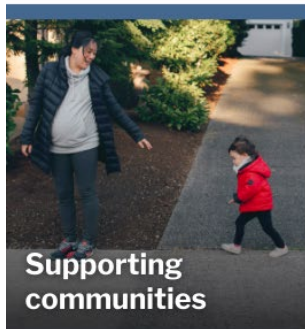
Salary Information

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

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Description



DEPARTMENT OF
ECOLOGY
State of Washington

Keeping Washington Clean and Evergreen

The Department of Ecology is hiring a **Geothermal Senior Planner (Environmental Planner 4)** within the [Shorelands & Environmental Assistance](#) (SEA) program.

Note: This is a temporary position that will end on June 30, 2027. It may be extended based on funding availability.

Location:

This position can be based at any of the following duty stations:

- Headquarters Office in [Lacey, WA](#).
- Central Region Office in [Union Gap, WA](#).
- Eastern Region Office in [Spokane, WA](#).
- Northwest Region Office in [Shoreline, WA](#).

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

Note: If the selected duty station is the Northwest Region Office in Shoreline, the salary will include an additional 5% premium pay due to its location in King County. Salary range: \$6703- \$9012 monthly.

Schedule:

- This position is eligible for telework and flexible schedule options.
- One to two days per week of on-site attendance is required
- Schedules are dependent upon position needs and are subject to change.

Application Timeline:

- Apply by **September 10, 2026**.
- Applications submitted after the date above may not be reviewed unless additional qualified applicants are needed.



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

Duties

This Geothermal Senior Planner position provides a unique opportunity to lead Washington's emerging statewide geothermal energy planning and policy efforts within Ecology's Shorelands & Environmental Assistance (SEA) Program. In this role, you will guide multi-agency collaboration, facilitate complex policy discussions, and deliver high-visibility legislative and technical reports that inform Washington's transition to clean energy. You will serve as a senior planning consultant to the Clean Energy Coordination Section Manager, shaping policy direction, supporting future statewide planning and rulemaking, and ensuring consistent, transparent, and legally defensible processes related to geothermal development.

You will also support Ecology's coordination of the geothermal energy collaborative process established by the Legislature—bringing together state agencies, Tribal governments, local governments, industry, utilities, and community interests to identify risks, opportunities, and regulatory needs associated with geothermal technologies. Through this work, you will develop guidance, regulatory gap analyses, outreach materials, environmental review support, and planning documents that advance agency priorities and contribute to the long-term protection and sustainable use of Washington's natural resources.

What you will do:

- Support Ecology's statewide geothermal energy collaborative process, managing cross-program and multi-agency teams to develop legislative reports, technical analyses, environmental review support, and statewide guidance documents.
- Coordinate with experts across Ecology, other state agencies, federal partners, Tribal governments, local governments, industry, utilities, and community groups to ensure inclusive, informed, and well-aligned planning and environmental review processes.
- Research existing regulatory frameworks and conduct regulatory gap analyses to evaluate the need for future statewide planning, policy development, and rulemaking related to geothermal energy.
- Provide senior-level planning, policy interpretation, and technical consultation to Ecology leadership, program managers, and staff on geothermal topics, State Environmental Policy Act (SEPA) processes, regulatory implications, and interagency coordination.

- Facilitate resolution of complex, sensitive, and high-profile issues involving diverse perspectives, technical uncertainty, emerging technologies, and major environmental considerations.
- Support SEPA planning and project review activities by coordinating technical input, reviewing impact analyses, and ensuring documents are clear, consistent, and meet procedural and legal standards.
- Plan, coordinate, and conduct public meetings, hearings, workshops, and comment periods, developing accessible materials and ensuring meaningful engagement of Tribes, community members, and interested parties.
- Represent Ecology at multi-agency workgroups, public forums, advisory committees, and policy discussions related to geothermal development, clean energy planning, and statewide environmental review.
- Develop and refine tools, guidance, and communication products—working closely with internal and external communications experts—to ensure information is accurate, transparent, and accessible to diverse audiences.
- Ensure all deliverables, including legislative reports and technical documents, are efficient, effective, defensible, and aligned with agency policy, scientific information, and interested parties expectations.
- Support broader Clean Energy Coordination Section priorities by contributing to statewide planning documents, environmental reviews, interagency coordination efforts, and rulemaking activities related to clean energy development.

Qualifications

For detailed information on how we calculate experience, please visit our [Recruitment website](#).

Required Qualifications:

Nine years of experience and/or education related to the essential functions and key activities of the position, which includes the following:

1. **Environmental Review:** Ability to support complex SEPA environmental review processes, coordinate technical input across programs, interpret impact analyses, and ensure documents meet legal and procedural requirements.

2. **Regulatory Analysis:** Ability to analyze and implement federal, state, and local regulations and synthesize technical and regulatory information.
3. **Policy and Planning Analysis:** Ability to analyze environmental data, evaluate planning and regulatory implications, and develop recommendations grounded in scientific information and agency policy.
4. **Multi-Agency Coordination:** Skill in organizing and facilitating collaboration among state, federal, Tribal, and local government partners to align environmental review timelines, expectations, and shared work products.
5. **Public Process Administration:** Experience planning and managing public meetings, hearings, and comment periods, including preparing clear, accessible materials for diverse audiences.
6. **Cross-Program Facilitation:** Skilled at navigating complex, sensitive issues involving multiple parties; able to synthesize technical and regulatory information and support resolution of divergent viewpoints.
7. **Technical Communication:** Ability to convey complex environmental, regulatory, or policy information clearly and professionally in written and verbal formats for varied audiences.

Education: involving a major study in land use, urban, regional, environmental, or natural resource planning, geography, land use or environmental law, public administration with an environmental emphasis, or closely related 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 in above mentioned field.
- 3 years of experience AND a Master's degree in above mentioned field.

Special Requirements:

- Must possess and maintain a valid driver's license

Desired Qualifications:

- Experience with advanced, enhanced, or conventional geothermal technologies or geothermal development.
- Experience with oil and gas subsurface development, impacts, and mitigation.
- Experience with power plant development to support the electrical grid.
- Experience developing SEPA or National Environmental Policy Act (NEPA) EISs for complex or high-profile proposals, including programmatic reviews or multi-disciplinary impact analyses.

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.

Our Commitment to DEIR

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.

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
- A writing sample you created.

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 **Diane Butorac** at Diane.Butorac@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 Shorelands and Environmental Assistance (SEA) Program

The mission of the SEA Program is to create community conservation partnerships to protect and restore our shorelands, wetlands, and floodplains.

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.

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](#), [Commute Trip Reduction Incentives \(Download PDF reader\)](#), [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.