

Staff Hydrogeologist (Hydrogeologist 3) (In-training)



Salary

\$67,704.00 - \$108,024.00 Annually

Location

Yakima County - Union Gap, WA

Job Type

Full Time - Permanent

Remote Employment

Flexible/Hybrid

Job Number

2026-EAP4925-07383

Department

Dept. of Ecology

Division

Environmental Assessment

Opening Date

09/02/2026

Closing Date

Continuous

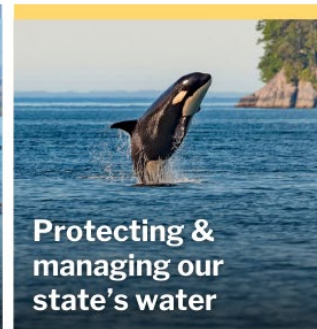
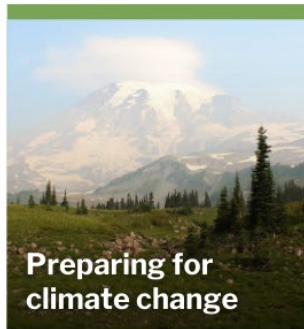
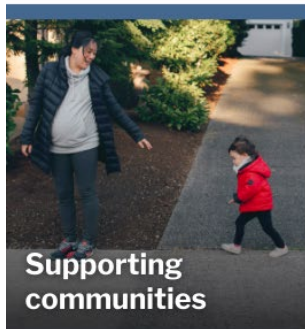
Salary Information

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 **Staff Hydrogeologist** (Hydrogeologist 3) (In Training) within the [Environmental Assessment Program](#).

Location:

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

Assignment Pay:

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

Schedule:

- This position is eligible for telework and flexible schedule options.
- This position requires field work. Mondays and Wednesdays are in office days, other days that do not involve field work can be teleworked.
- Schedules are dependent upon position needs and are subject to change.

Application Timeline:

- **Apply by September 16, 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

In this role, you will provide field and office support in developing and implementing scientifically credible, well-coordinated monitoring programs designed to meet multiple agency objectives involving the management and regulation of Central and Eastern Washington water resources, including groundwater, rivers, streams, and lakes. This position serves as field lead for the Lower Yakima Valley Groundwater Management Area Land Use and Groundwater Study efforts, characterizing groundwater flow, overseeing installation of monitoring wells, conducting field sampling, analyzing the resulting data, determining effective land use management practices, report writing, and Environmental Information Management System (EIM) data management. You will also manage groundwater monitoring for the Lower Yakima Valley Ambient Groundwater Monitoring Network, including conducting field sampling, analyzing the resulting data, report writing and EIM data management. You will provide support for analyzing large datasets associated with soil and groundwater sampling. You will also apply state-of-the-art

theories and practices in designing and directing hydrological and water quality field investigations in Central and Eastern Washington.

What you will do:

- Analyze data by applying advanced statistical and water quality and hydrologic modeling techniques and formulates and justifies conclusions and recommendations.
- Report status and results of water quality, hydrologic, and other studies and analyses to management, staff, public, and interest groups.
- Direct and prepare publication of technical reports and presents results to scientific audiences (e.g., conferences, universities, technical advisory groups).
- Train other staff in water quality modeling research and investigative techniques.
- Attend and participate in professional or scientific meetings, conferences, and seminars.



Qualifications

This position offers an in-training plan and may be filled at the Hydrogeologist 2 and 3 level, depending on your qualifications. If you qualify at the Hydrogeologist 2 level and are hired, you will progress through an in-training plan to become a Hydrogeologist 3. 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, \$5,642 - \$7,592 monthly

Six years of professional experience and or education:

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

Experience must include the following:

- **Hydrogeology Experience:** Experience in groundwater investigations, including aquifer characterization, groundwater flow analysis, and contaminant fate and transport in applied settings.
- **Technical Writing, Reporting, and Publication:** Proven ability to author technical reports, document methods and decisions, and present results to various audiences such as management, scientific audiences (e.g., conferences, technical advisory groups), the public and other interest groups.
- **Data Management & Systems:** Hands-on experience with environmental data management, including data validation and metadata standards; ability to manage and upload datasets to systems like the Ecology Environmental Information Management System (EIM) (or equivalent), ensuring completeness, accuracy, and traceability.
- **Monitoring Well Programs & Field Sampling:** Demonstrated experience with monitoring and domestic wells, and conducting groundwater field sampling (e.g., purge methods, low-flow sampling, chain-of-custody, field parameters) with strict QA/QC practices.

Education: 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.
- a Master's degree.

At the Hydrogeologist 3 level (Goal Class)

Pay Range 62, \$6,696 - \$9,002 monthly

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

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

AND

Seven years of professional experience and or education:

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

Experience **must** include the following:

- **Hydrogeology Experience:** Experience in groundwater investigations, including aquifer characterization, groundwater flow analysis, and contaminant fate and transport in applied settings.
- **Technical Writing, Reporting, and Publication:** Proven ability to author technical reports, document methods and decisions, and present results to management, scientific audiences (e.g., conferences, technical advisory groups), the public and other interest groups.
- **Quality Assurance Experience (QAPPs & QA/QC):** Experience reviewing and developing Quality Assurance Project Plans (QAPPs); ability to provide written technical review comments and follow QA/QC practices for groundwater investigations and data workflows.
- **Data Management & Systems:** Hands-on experience with environmental data management, including data validation and metadata standards; ability to manage and upload datasets to systems like the Ecology Environmental Information Management System (EIM) (or equivalent), ensuring completeness, accuracy, and traceability.

• **Project Planning & Independent Professional Judgment:** Strong project planning/coordination skills with the ability to plan, develop, direct, and oversee multi-site groundwater studies; exercises independent professional judgment to set goals, select appropriate methods, and ensure timely, high-quality deliverables.

• **Monitoring Well Programs & Field Sampling:** Demonstrated experience planning, overseeing, and/or directing the installation of monitoring and domestic wells, developing well construction/specifications, and conducting groundwater field sampling (e.g., purge methods, low-flow sampling, chain-of-custody, field parameters) with strict QA/QC practices.

Education: major study in hydrogeology, hydrology, geology or closely allied field.

Examples of how to qualify- **a valid Washington State Geologist and Hydrogeologist Specialty license and:**

- 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 year of experience AND a Master's degree.
- a Ph.D.

Special Requirements/Conditions of Employment:

- Must possess and maintain a valid driver's license.
- A valid Washington State Geologist License and a Washington State Hydrogeologist Specialty License are required for the Hydrogeologist 3 level.

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.](#)

Desired Qualifications:

- Regulatory & Policy Knowledge: Working knowledge of state and federal water laws and standards relevant to groundwater quantity and quality, including application to Water Code, Ground Water Quality Standards, Waste Regulations, and/or related compliance/permit contexts; ability to provide policy/technical recommendations for pollution control.
- 40-hour Hazardous Waste Operations and Emergency Response (HAZWOPER) Certification and current 8-hour Annual Refresher.

If you are excited about this role and meet the required qualifications, we encourage you to apply. Desired qualifications reflect additional knowledge, skills, or experience that are nice to have but not required. Studies have shown that some applicants, especially women and people of color, are less likely to apply unless they meet every listed qualification. At the Department of Ecology, we are dedicated to building a diverse and authentic workplace centered in belonging, and we welcome applicants with varied backgrounds and unique perspectives.

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.

Diversity: We celebrate and appreciate diversity; our unique perspectives and abilities enrich us all and lead to innovative approaches and solutions.

Equity: We champion equity, recognizing that each of us need different things to thrive.

Inclusion: We intentionally create and hold space so that we all have meaningful opportunities to participate and contribute to Ecology's work.

Respect: We treat each other with respect and dignity, acknowledging the inherent worth of our diverse perspectives and lived experiences, even in times of uncertainty and disagreement.

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

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 Travis Bartholomew at Travis.Bartholomew@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

The mission of the Environmental Assessment Program (EAP) is to measure, assess, and communicate environmental conditions in Washington State. We work to improve the environment for current and future generations through innovative and excellent science and thriving partnerships. This position is in the Modeling/TMDL/Groundwater Unit within Eastern Operations Section and will be in the Central Region Office in Union Gap.

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](#), [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.