



# Wetland Specialist

Midwest Natural Resources (MNR) is a natural resources consulting company focused on providing ecological field services and environmental consulting. We serve a wide variety of clients, including federal, state, and local agencies, private-sector industries, as well as non-profit organizations. We work throughout the Upper Midwest and in a wide diversity of ecological systems, from intact prairie remnants to expansive wetland complexes to the great Northwoods. Our team comprises highly skilled botanists, ecologists, wetland and wildlife biologists, and land management specialists.

MNR is seeking applicants for a mid-level (3-5 years of experience), full-time wetland specialist based out of our St. Paul office. This position will support projects that may include wetland delineations, wetland community mapping and condition assessments, post-construction wetland restoration monitoring, hydrology monitoring for restoration projects, as well as federal, state, and local wetland permitting.

This position is primarily field-based and may include projects within the Twin Cities metro area, as well as extensive travel throughout greater Minnesota and the Upper Midwest for extended periods of time throughout the field season. During travel outside of the Twin Cities, all expenses are paid by the company, and staff work in teams.

We desire highly motivated individuals with great communication skills and the ability to work independently and in a team setting. Our ideal candidate is a well-rounded wetland specialist with previous field and permitting experience, as well as flexibility to conduct a wide range of natural resource fieldwork to support non-wetland projects.

## **Job Responsibilities:**

- Conduct on-site wetland delineation and documentation across a wide variety of landscapes following the U.S. Army Corps of Engineers Wetland Delineation Manual and appropriate Regional Supplements
- Collect, organize, review, and submit field-collected data on tablets and GPS devices using ESRI products
- Review and QA/QC field-collected data for client submittals and reporting
- Produce technical reports and documents pertaining to wetland delineations, determinations, and assessments
- Prepare and submit federal, state, and local permit applications
- Coordinate and correspond with clients and regulatory agencies to obtain approvals
- Assist on non-wetland related projects that may include botanical and wildlife surveys, habitat assessments, and vegetation monitoring

## **Required Qualifications:**

- Bachelor's degree in a relevant field (Biology, Botany, Ecology, Soil Science, Wetlands, etc.)
- Minimum **3 years** of experience conducting wetland delineations following the USACE Delineation Manual
- Experience with wetland regulations and permitting, including application preparation for Section 404 and Wetlands Conservation Act
- Ability to identify regional flora in a field setting
- Knowledge of soils, hydrology, plant identification, and community classification procedures



# Wetland Specialist

- Working knowledge of ESRI software such as ArcMap/ArcGIS Pro and Field Maps
- Valid driver's license and good driving record
- Ability to work extended hours, including weekends and extended travel away from home

## **Preferred Qualifications:**

- Advanced degree in a relevant field (Biology, Ecology, Botany, Wetlands, Soil Science, Conservation, etc.)
- Previous experience in environmental consulting
- Minnesota Wetland Professional Certification and/or Wisconsin Assured Delineator
- Experience collecting and analyzing hydrology data
- Proficiency with ESRI ArcGIS
- Coursework in plant taxonomy, botany, and ecology
- Strong background and knowledge in soil science

## **Pay/Benefits:**

- Pay range is \$65,000-\$75,000 base salary, dependent upon qualifications and experience
- \$600 onboarding stipend for field gear
- Full medical and dental insurance; up to 100% of premium paid by company
- Monthly HSA contribution for eligible employees
- 401K retirement plan with a 5% employer match
- Generous PTO beginning at 4 weeks for all employees, increasing with years of service
- Eligible for annual bonus compensation
- Eligible for personal day flex time-off benefit based on work-related travels

To apply, please send a cover letter, resume, a list of pertinent coursework, and three professional references. The cover letter must address how the applicant meets the qualifications and job requirements. Email the application to [jobs@mnrinc.us](mailto:jobs@mnrinc.us) with the subject line "Wetland Specialist Position".

For more information about our work, please visit our website at [www.mnrinc.us](http://www.mnrinc.us)