

Environmental Permitting Specialist



Midwest Natural Resources (MNR) is an environmental consulting company focused on providing ecological field services and permitting related to natural resources. We serve a wide variety of clients, including private-sector industries, federal, state, and local agencies, 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 a mid-level environmental permitting specialist with demonstrated experience managing projects and permitting energy, transportation, and/or development projects in the Upper Midwest. Technical knowledge of federal, state, and local environmental regulations and permits specific to wetlands, threatened and endangered species, stormwater and erosion/sediment control, is required, with specific experience in Minnesota, Wisconsin, and Iowa.

We desire highly motivated individuals with excellent communication skills and the ability to work independently and in a team setting. Our ideal candidate has 3-5 years of experience working directly with clients and regulatory agencies on projects in the Upper Midwest.

Job Responsibilities:

- Serve as a project manager for utility, transportation, and private development projects involving environmental permitting.
- Act as the primary point of contact for clients and regulatory agencies.
- Advise clients and project teams on permitting strategies and regulatory compliance.
- Conduct desktop environmental reviews to identify permitting and survey requirements.
- Develop and maintain permit matrices, project scopes, cost estimates, schedules, and regulatory timelines.
- Coordinate and oversee field surveys, including wetland delineations and Threatened & Endangered (T&E) species surveys and habitat assessments.
- Prepare and/or oversee technical reports, data management, and regulatory documentation.
- Prepare and submit federal, state, and local permits, including Clean Water Act Section 404, wetland mitigation, Section 401 Water Quality Certification, stormwater, and MN DNR water-related permits.
- Conduct and manage T&E species reviews and permitting, including agency coordination and take permit applications.
- Develop avoidance, minimization, and mitigation strategies for impacts to wetlands and T&E species.
- Translate permit conditions into clear environmental compliance plans for construction implementation.
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Required Qualifications:

- Bachelor's degree in environmental science, natural resources, ecology, biology, environmental planning, or a related field.
- 3–5 years of experience managing environmental permitting for utility, transportation, and/or development projects.

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- Experience working directly with **clients and regulatory agencies** as a primary point of contact.
- Working knowledge of **federal and state environmental permitting**, including Clean Water Act Section 404, wetland mitigation, Section 401 Water Quality Certification, and construction stormwater permitting.
- Experience with Threatened & Endangered species reviews and permitting, including agency coordination and take permit support.
- Experience conducting desktop environmental reviews and developing permit matrices and permitting strategies.
- Ability to manage multiple projects, schedules, and regulatory deadlines.
- Strong written and verbal communication skills.
- Valid driver's license and ability to travel within the Upper Midwest.

Preferred Qualifications:

- Advanced degree in environmental science, ecology, biology, botany, or a related field.
- Experience permitting renewable energy or electric transmission/distribution projects.
- Additional experience with ESA compliance pathways (Section 7 and/or Section 10).
- Advanced T&E species experience (e.g., bats, mussels, turtles, rare plants).
- Proficiency with GIS or environmental screening tools.
- Experience with environmental review processes (EA/EIS, Certificate of Need, or Route Permits).
Professional certifications (e.g., Minnesota Wetland Professional, PWS, USFWS Recovery Permits).

Pay/Benefits:

- Pay range is \$75,000-\$95,000 base salary, dependent upon qualifications and experience
- 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, 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 with the subject line "Environmental Permitting Specialist".

For more information about our work, please visit our website at www.mnrinc.us or scan the QR code below.

