

WATER RESOURCES ENGINEER

HydroSolutions, Inc. is seeking an early-career water resources engineer to join our team in Helena or Billings, Montana. We are generally looking for candidates with approximately 0–5 years of professional experience, although we are most interested in finding the right person for our team.

HydroSolutions is a small, second-generation family-owned water resources consulting firm. We have intentionally remained a small firm because we enjoy working closely together on interesting and challenging technical problems without the layers of bureaucracy common to larger organizations.

Our engineers work on a broad range of water resources projects throughout Montana and the western United States. Depending on the project, that may mean spending a day collecting streamflow or groundwater data in the field, developing an engineering analysis, preparing design drawings, working through a permitting issue, writing a technical report, or visiting a project during construction.

For an engineer early in their career, we believe this provides an unusual opportunity to develop a broad technical foundation while working directly with experienced engineers, hydrologists, hydrogeologists, scientists, and other technical staff.

If you are technically curious, motivated to learn, enjoy solving real-world problems, and want meaningful involvement in your projects, we would like to hear from you.

The Position

The Water Resources Engineer will work closely with and receive mentorship from senior engineers while gradually taking on increasing technical and project responsibility.

Our work is diverse, and no candidate is expected to arrive with experience in every area listed below. Depending on project needs and the successful candidate's interests and experience, work may include:

- Engineering analysis, design calculations, plans, specifications, and permitting associated with:
- Stream restoration
- Hydrology and hydraulics
- Groundwater development, including wells and springs
- Public water supply
- Water treatment
- Agricultural irrigation
- Groundwater dewatering
- Environmental remediation and contaminated-site cleanup
- Hydrologic and hydraulic modeling and analysis.
- Field investigations and data collection, including streamflow measurements, aquifer testing, water-quality sampling, topographic surveying, well logging, and environmental sampling.
- Preparation of engineering designs, technical memoranda, reports, figures, maps, and other project deliverables.
- Working with senior staff to evaluate field data, hydrologic information, engineering alternatives, and published technical information.
- Coordination with clients, contractors, regulators, and other project team members as experience develops.
- Observation and documentation of construction and subcontractor activities in the field.
- Occasional travel throughout Montana and surrounding areas. Travel varies by project but will generally total approximately two days to one week per month.

The successful candidate will be encouraged to develop increasing independence, technical judgment, client interaction, and project responsibility as their skills and experience grow.

Required Qualifications

- Bachelor's degree in civil engineering, environmental engineering, geological engineering, or a closely related engineering field.
- Engineer Intern / Engineer in Training (EI/EIT) registration, or ability to obtain registration within a reasonable period after hire.
- Strong interest in water resources, hydrology, hydrogeology, and applied engineering.
- Technical curiosity and a desire to continually learn and develop professionally.
- Strong analytical and problem-solving skills.
- Attention to detail and commitment to producing high-quality technical work.
- Ability to communicate effectively and work collaboratively with coworkers, clients, contractors, and others.
- Ability and willingness to perform field work in a variety of conditions.
- Strong general computer skills and ability to learn specialized engineering and scientific software.
- Valid driver's license and safe driving record.

Preferred Qualifications

Experience in one or more of the following areas is beneficial but not required:

- AutoCAD or Civil 3D
- Hydrologic or hydraulic modeling
- GIS
- Engineering design and preparation of plans and specifications
- Water resources field investigations
- Groundwater or surface-water data collection
- Construction observation
- Technical report writing

Candidates with prior professional experience should also have an interest in pursuing professional engineering licensure.

What We Offer

HydroSolutions offers the opportunity to build a broad water resources engineering skill set while working directly with experienced professionals on real projects.

Because we are a small firm, engineers have the opportunity to see projects from initial investigation and analysis through design, permitting, and implementation rather than working on only one narrow part of a project.

We value technical excellence, curiosity, independence, good judgment, and practical problem solving. As employees develop, we want them to take increasing ownership of their work and grow into trusted engineers and project managers.

Our Helena and Billings offices are both located in comfortable historic former houses and provide a relaxed, professional working environment.

Compensation and Benefits

Compensation: Competitive and commensurate with experience and qualifications.

HydroSolutions provides a comprehensive benefits package for full-time employees, including:

- Medical, dental, and vision insurance
- Paid time off
- Paid parental leave
- Paid holidays
- 401(k) retirement plan with employer match
- Performance-based bonus eligibility
- Potential year-end retirement profit sharing

Location

Helena or Billings, Montana.

This is a full-time, primarily in-office position with regular field work and project-related travel.

About HydroSolutions

HydroSolutions is a Montana-based water resources consulting firm providing science and engineering services related to hydrology, groundwater, water rights, environmental science, engineering, and field investigations.

Founded in 1999, HydroSolutions serves clients throughout Montana and the western United States. Our clients include industry, ranch and agricultural operations, conservation organizations, private landowners, and government agencies.

We are a veteran-owned, independent consulting firm with a multidisciplinary staff of engineers, hydrologists, hydrogeologists, geologists, GIS professionals, water-rights specialists, and field technicians.

We emphasize quality, integrity, practical problem solving, safety, and responsiveness on every project.

Apply

Please email your **resume and a brief introduction** to info@hydrosi.com.

Tell us a little about your background, your interest in water resources engineering, and why HydroSolutions sounds like a good fit for you.