WATER RIGHTS SPECIALIST – MID-LEVEL

HydroSolutions, Inc. | Helena or Billings, Montana | Full-Time

HydroSolutions, Inc. (HydroSolutions) seeks an experienced Water Rights Specialist to join our team in Helena or Billings, Montana.

We are seeking a motivated professional with demonstrated experience in Montana water rights who can independently complete technical assignments, manage projects, and work directly with clients and regulatory agencies.

Job Description

In this position, you will provide technical consulting services related to Montana DNRC New Appropriations, water right changes, and Montana Water Court Adjudication proceedings. Typical responsibilities will include:

- Independently prepare and manage Montana DNRC water right permit and change applications, including supporting technical analyses and documentation.
- Conduct historical water use investigations and evaluate water right claims, ownership records, and historical documentation.
- Review and interpret DNRC water right files, Water Resources Surveys, Water Court documents, decrees, and decisions.
- Prepare technical analyses related to water availability, historical use, consumptive use, and potential adverse effects associated with proposed water right changes.
- Provide technical support for Montana Water Court proceedings, including claim examinations, objection analyses, and preparation of technical reports.
- Acquire, compile, analyze, and interpret hydrologic and water rights data.
- Utilize Geographic Information Systems (GIS), historical aerial imagery, and remote sensing data to evaluate historical and existing water use.
- Conduct occasional field investigations, including diversion measurements, irrigation system evaluations, streamflow measurements, and GPS data collection.
- Communicate directly with clients, attorneys, DNRC personnel, and other state and federal agencies.
- Manage assigned projects, including technical scope, budgets, schedules, and deliverables.

- Coordinate with engineers, hydrologists, GIS specialists, and other technical staff.
- Provide technical guidance and review for less experienced staff.

Required Education, Skills & Experience

- Undergraduate degree in natural resources, earth sciences, engineering, hydrology, or a related field.
- **At least 5 years of relevant professional experience**, preferably involving Montana water rights administration, consulting, or adjudication.
- Demonstrated experience with Montana DNRC water right permitting, change applications, or Water Court Adjudication.
- Working knowledge of Montana water law, administrative rules, and water rights procedures.
- Demonstrated ability to independently prepare technical analyses, reports, and regulatory applications.
- Strong written and verbal communication skills.
- Ability to work independently, establish priorities, and manage multiple projects.
- Strong organizational skills, attention to detail, and ability to meet deadlines.
- Ability to work effectively with clients, attorneys, regulatory agencies, and multidisciplinary technical teams.
- Proficiency with Microsoft Office and familiarity with ArcGIS Pro.

Other Desired Experience & Abilities

- Previous employment with Montana DNRC or a water resources consulting firm.
- Experience with historical consumptive use and adverse effect analyses.
- Experience evaluating surface water and groundwater availability.
- Familiarity with DNRC Water Right Query System and water rights records.
- Experience preparing technical reports for contested water rights matters or litigation.
- Knowledge of irrigation systems, diversion structures, and water measurement methods.

- Experience with hydrologic modeling, water budgets, or related technical analyses.
- Ability to mentor developing technical staff.
- Willingness to participate in other water resources and environmental projects.

Salary Range

Depending on knowledge and experience, anticipated starting base pay is **$42–$45 per hour**. Salary may be negotiable for exceptionally qualified candidates.

Benefits and Other Compensation

We provide a comprehensive benefits package for full-time employees that promotes employee health, performance, and success, including medical, dental, vision, paid time off and parental leave, paid holidays, a 401(k) retirement savings plan with employer match, performance-based bonus eligibility, and potential for end-of-year retirement fund profit sharing.

Office Location: Helena or Billings, Montana

Appointment Type: Full-Time

About HydroSolutions

HydroSolutions is a Montana-incorporated consulting firm focused on providing science and engineering services in support of water resources management. Our specialties include hydrology, groundwater (hydrogeology), water rights, environmental science, and field services in support of these disciplines. HydroSolutions was established in 1999, has offices in Billings and Helena, Montana, and serves clients throughout the Western United States.

HydroSolutions is proud to be a veteran-owned business. We are independent consultants with a long record of serving industry, ranch and agriculture, conservation groups, private individuals, and government. We employ an experienced staff of engineers, hydrologists, water rights specialists, GIS specialists, geologists, and field technicians. We emphasize quality, integrity, safety, and responsiveness on all our projects, regardless of size or complexity.

Interested? Send us a note with your resume to info@hydrosi.com and request a job application.