WATER RIGHTS SPECIALIST

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

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

We are seeking a motivated individual with experience or a strong interest in Montana water rights and water resources management. This position provides opportunities to develop technical expertise while working alongside experienced water rights specialists, hydrologists, and engineers, with opportunities to assume increasing project responsibilities.

Job Description

In this position, you will provide technical assistance with Montana DNRC New Appropriation water right permitting, water right changes, and Water Court Adjudication proceedings. Typical tasks will include:

- Assist clients with preparation of Montana DNRC water right permit and change applications and supporting technical analyses.
- Provide technical support for Montana Water Court Adjudication proceedings.
- Review DNRC water right files, Water Resources Surveys, Water Court documents, and historical records.
- Acquire, compile, and analyze water rights and hydrologic data.
- Perform Geographic Information Systems (GIS) analysis and mapping.
- Analyze and interpret historical aerial imagery related to historical water use.
- Assist with water availability, historical consumptive use, and adverse effect analyses.
- Prepare technical memoranda, application materials, maps, tables, and supporting documentation.
- Occasionally perform fieldwork relating to water rights, water resources, or environmental projects. Fieldwork may include streamflow measurements, GPS data collection, irrigation system evaluations, and stream gage installation.
- Interface and communicate with clients and state and federal agencies, including Montana DNRC, FWP, USFS, BLM, and BOR.

- Provide technical support to other staff and attorneys regarding water rights, water supply, and Water Court cases.
- Develop the technical skills necessary to independently manage water rights projects.

Required Education, Skills & Experience

- Undergraduate degree in natural resources, earth sciences, engineering, hydrology, or a related field.
- **At least 1 year of relevant professional experience**, preferably involving Montana DNRC water rights administration, adjudication, or water resources consulting.
- Demonstrated ability to prepare written documents containing scientific and technical information.
- Strong and effective verbal communication skills.
- Ability to work independently and as part of a team.
- Accuracy, attention to detail, and ability to meet deadlines.
- Experience and ability to complete fieldwork activities.
- Positive client interface and professional work attitude.
- Ability to organize multiple tasks and establish work priorities.
- Proficiency with Microsoft Office and experience with, or willingness to develop proficiency in, ArcGIS Pro.

Other Desired Experience & Abilities or Growth Areas

- Experience with Montana DNRC water right permitting, change applications, or Water Court Adjudication.
- Utilization of DNRC Water Right Query System.
- Familiarity with Montana water law and administrative rules.
- Cartographic mapping principles.
- Use and interpretation of remote sensing data products.
- Familiarity with public sources of spatial and hydrologic data.
- Experience with irrigation systems, streamflow measurements, and hydrologic investigations.

- Interest in developing technical expertise in water availability, consumptive use, and adverse effect analyses.
- Flexibility to work in other service areas of water resources and environmental fields.
- Creativity, initiative, and ability to learn new skills and areas of practice.

Salary Range

Depending on knowledge and experience, anticipated starting base pay is **$34–$37 per hour**. Salary may be negotiable based on qualifications and relevant experience.

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.