



Classification: Environmental Scientist
 Position Number: 880-160-0762-038

DUTY STATEMENT

CURRENT PROPOSED

RPA Number: 25-160-031	Classification Title: Environmental Scientist	Position Number: 880-160-0762-038
Incumbent Name: Vacant	Working Title: Environmental Scientist	Effective Date: TBD
Tenure: Permanent	Time Base: Full Time	CBID: R10
Division/Office: Lahontan Regional Water Quality Control Board-Region 6		Section/Unit: Forestry/Dredge & Fill Unit
Supervisor's Name: Bryan Talmadge		Supervisor's Classification: Senior Water Resource Control Engineer (Supervisory)

Human Resources Use Only:	
HR Analyst Approval: <i>Tiffany Pace</i>	Date: April 2, 2026

General Statement
Under the direct supervision of a Senior Water Resource Control Engineer (Supervisory) and consistent with good customer service practices and the goals of the State and Regional Board's Strategic Plan, the incumbent is expected to be courteous and provide timely responses to internal/external customers, follow through on commitments, and to solicit and consider internal/external customer input when completing work assignments.
Position Description
The Environmental Scientist (ES), as a technical professional in the Forestry/Dredge and Fill Unit (FDF), is responsible for applying scientific methods and principles in the identification, research, and solution of point and non-point source pollution resultant of both the Forest Activities and the Dredge and Fill Programs in the Lahontan region. The ES provides solutions in drafting permits, making policy recommendations, providing technical expertise, evaluating and assisting in the drafting of environmental documents, and performing sensitive assignments related to water quality issues and protection throughout the Lahontan region. This is an office-based position that includes frequent field work.
Essential Functions (Including percentage of time):



45%	<p>Review proposed projects that may impact waters of the state to ensure compliance with the Water Quality Control Plan for the Lahontan Region (Basin Plan), the Porter-Cologne Water Quality Control Act, the federal Clean Water Act, the National Environmental Policy Act (NEPA), and the California Environmental Quality Act (CEQA). Prepare Clean Water Act Section 401 Water Quality Certifications and/or Waste Discharge Requirements (WDRs) to ensure projects meet all applicable regulatory standards. Permits may be developed for a wide range of project types, including, but not limited to, construction and grading activities, utility corridor vegetation management, stream crossing installation, upgrades or removals, road construction, aggregate mining, aquatic habitat restoration, invasive species removal, riparian habitat enhancement, and enforcement actions. Apply scientific and analytical methods to research and evaluate project information, assess potential impacts to water quality, and develop effective permit conditions and mitigation measures. Utilize Geographic Information System (GIS) software to create maps and perform spatial analyses that support program implementation and policy development. Support information management by maintaining accurate electronic records of dredge and fill impacts, mitigation requirements, compliance status, and related data within appropriate databases. Ensure all records are complete, organized, and up to date. Independently evaluate and implement regulatory processes associated with the 401/Dredge and Fill Program to protect and enhance water quality. Consistently meet work commitments while demonstrating professionalism, strong organizational skills, and effective written and verbal communication.</p>
15%	<p>Coordinate with federal land management agencies, including the United States Forest Service and the Bureau of Land Management, as well as the California Department of Forestry and Fire Protection (CAL FIRE), to review timber-related plans and activities. These include Timber Harvest Plans (THPs), Working Forest Management Plans (WFMPs), Non-Industrial Timber Management Plans (NTMPs), utility corridor vegetation management plans, and timber harvest emergencies and exemptions. Evaluate the potential impacts of logging operations and forest practices on water quality and beneficial uses. Conduct pre-harvest and post-harvest field inspections to assess site conditions and verify compliance. Develop recommendations to prevent, minimize, and mitigate impacts to water quality associated with forest management, post-fire recovery, ecosystem restoration, fuel reduction projects, and livestock grazing activities. Apply knowledge of water quality statutes and regulations, forest practices, forest road design and construction, erosion control methods, and maintenance practices. Utilize principles of hillslope processes, slope stability, geomorphology, hydrology, and watershed analysis to evaluate the cumulative impacts of land use activities on water quality, water supply, fisheries, and other beneficial uses. Perform fieldwork involving data collection and site assessments, followed by technical analysis and report preparation. Communicate findings effectively through written reports and oral discussions with agencies, stakeholders, and affected parties. Use computer applications for data entry, management, and environmental analysis to support regulatory review and decision-making.</p>



10%	Apply scientific methods and principles to site inspections, field investigations and data analysis. Site investigations include evaluating the effectiveness of project design measures and construction best management practices (BMPs) for water quality protection, including erosion and sediment control, toxic and hazardous waste spill planning, wetland and riparian area site protection, and endangered species protection. Field investigations include reviewing and evaluating project environmental studies and mitigation and monitoring plans. Field tasks include the observation of construction practices, evaluating BMPs, application of scientific wetland and stream assessment methods and delineation verification at impact site and mitigation sites to verify the replacement of lost functions, and collection of samples of runoff water, soil and waste contaminated with pollutants, including toxic or hazardous materials.
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Marginal Functions (Including percentage of time):

10%	Participate and communicate effectively on various technical and interagency committees, including those directly related to permitting activities and those related to broader programmatic permitting issues and research. Prepare effective presentation materials and make logical, comprehensible, and convincing written and oral presentations at public hearings and meetings as required. Represent the Regional Water Board policies before the general public, special interest groups, technical committees, and governmental agencies.
10%	Review complaints from the public or other agencies and conduct follow-up actions to address threatened or existing nonpoint source pollution sources. Coordinate with Regional Board Enforcement Unit to ensure appropriate action is taken. Activities may include, but are not limited to, outreach to landowners, complainants, agencies, or other stakeholders; coordination of and participation in field inspections; field inspection documentation and report writing, development of notices of violation; and progressive enforcement actions.
5%	Mentor existing and new staff in a variety of disciplines and across Water Board programs to facilitate agency function.
5%	Perform other duties as required.

Typical Physical Conditions/Demands:

The job requires extensive use of a personal computer including using various software necessary for data storage/retrieval, data analysis, and report writing, and the ability to sit/stand at a desk, utilize a phone, and type on a keyboard for extended periods of time. The ES must attend remote and in-person meetings and hearings and work with staff statewide to complete work assignments. Travel is sometimes required, including overnight travel, and driving on unpaved roads. Physical capability and endurance to conduct fieldwork in backcountry settings, navigate uneven, rugged terrain for extended periods of time, in extreme temperatures and inclement weather throughout the workday, and ability to carry up to 40 lbs.



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Typical Working Conditions:

The incumbent works either via telework or in the Regional Board office in South Lake Tahoe in an office cubicle in a smoke-free environment. The work schedule is Monday through Friday, including evening and weekend work occasionally as necessary. Travel may be required locally and within the state and may include field settings in inclement weather.

Supervisor Statement

I certify this duty statement represents an accurate description of the essential functions of this position. I have discussed the duties of this position with the employee and provided the employee a copy of this duty statement.

Supervisor Name	Supervisor Signature	Date

Employee Name	Employee Signature	Date