

Senior Stormwater Project Specialist (Environmental Specialist 4)



**Salary**

\$69,348.00 - \$93,288.00 Annually

**Location**

Thurston County – Lacey, WA

**Job Type**

Full Time - Permanent

**Remote Employment**

Flexible/Hybrid

**Job Number**

2026-WQ4642-04672

**Department**

Dept. of Ecology

**Division**

Water Quality

**Opening Date**

06/12/2026

**Closing Date**

Continuous

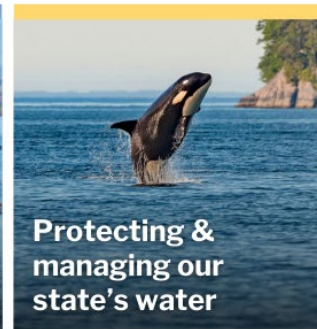
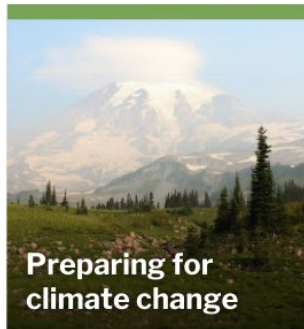
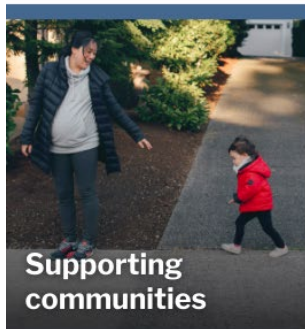
**Salary Information**

The high end of the salary range, Step M is typically a longevity step

- [Description](#)

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## Description



The salary listed above includes the scheduled 2% general salary increase that goes into effect on July 1, 2026.

## Keeping Washington Clean and Evergreen

The Department of Ecology is hiring a **Senior Stormwater Project Specialist (Environmental Specialist 4)** within the [Water Quality Program](#).

## Location:

- Headquarters Office in [Lacey, WA](#).

- Upon hire, you must live within a commutable distance from the duty station.

### **Schedule:**

- This position is eligible for telework and flexible schedule options.
- You may telework most of your work time with occasional in-person meetings and activities.
- Schedules are dependent upon position needs and are subject to change.

### **Application Timeline:**

- **Apply by June 28, 2026**
- Applications submitted after the date above may not be reviewed unless additional qualified applicants are needed.



**Ecology is committed to Diversity, Equity, Inclusion, and Respect**

### **Duties**

Do you want to help solve real-world water quality challenges through green infrastructure? Do you have experience with planning, designing, constructing, or maintaining public infrastructure projects? Are you interested in partnering with local governments and Tribes to protect important cultural resources?

Join the Ecology Stormwater Action Team (SWAT). SWAT partners with communities statewide to fund and implement stormwater quality, green infrastructure, and low-impact development projects. With more than 250 active projects across Washington, this team helps local governments navigate funding, project design, construction, and long-term performance to ensure meaningful water quality outcomes.

As a Senior Stormwater Project Specialist, you will build strong working relationships with local stormwater and capital project managers, helping them develop high-quality proposals and avoid common project pitfalls. You will participate in evaluating new project applications, negotiate funding agreements, and provide technical assistance throughout the life of each project—ensuring compliance with state and federal funding requirements.

You will also play an important part in protecting cultural resources. You will represent SWAT on the Ecology Cultural Resources Environmental Workgroup and coordinate Cultural Resource Reviews in partnership with Tribes and the Department of Archaeology and Historic Preservation to ensure state-funded stormwater projects are sited and constructed responsibly.

**What you will do:**

- Coordinate with local government project managers to monitor project progress on Ecology-funded stormwater quality projects. This includes review of quarterly reports, payment requests, and project deliverables and performing site visits.
- Solicit and coordinate input from internal project management teams to provide oversight for funded projects. Ensure that funded projects maintain compliance with funding agreement terms, funding program guidelines, agency policy, and state and federal funding program requirements.
- Negotiate and write new funding agreements. Incorporate input from project evaluators, Ecology engineers, financial management staff, and other Ecology subject matter experts during the agreement negotiation process and throughout the life of the project.
- Evaluate new project applications for feasibility and water quality benefit.
- Coordinate with representatives of Ecology’s headquarters and regions, tribal and local governments, resource and regulatory agency staff, Department of Archaeology and Historic Preservation staff, clients and partners to ensure that Ecology and funding recipients comply with federal and state statutes, rules, and policies.
- Actively participate in and contribute to the internal Stormwater Action Team (SWAT) efforts to improve and streamline program processes, develop program guidance, fill knowledge gaps, and train new staff.



## **Qualifications**

For detailed information on how we calculate experience and responses to other frequently asked questions, please visit our [Recruitment website](#).

### **Required Qualifications:**

**Nine (9) years of experience performing environmental-based work or related to the duties of the position, which includes the following:**

- **Financial Management** – Ability to manage project funds and financial information to ensure expenditures are accurate, allowable, and compliant with agreements and regulations.

- **Project Oversight** – Ability to monitor and guide projects to ensure they are implemented effectively, meet objectives, and achieve intended outcomes.
- **Technical Guidance** – Ability to provide clear technical and administrative guidance to support project planning, implementation, and program administration.
- **Communication** – Ability to convey program requirements, expectations, and results clearly to partners and the public through meetings, workshops, and trainings.
- **Policy Support** – Ability to apply and provide input on policies, procedures, and guidelines to ensure consistent and effective program management.

**Education** involving a major study in environmental, physical, or one of the natural sciences; environmental or natural science interdisciplinary studies; environmental planning, or an academic discipline related to the duties of the position.

Examples of how to qualify:

- 9 years of experience.
- 8 years of experience AND 30-59 semester or 45-89 quarter college credits.
- 7 years of experience AND 60-89 semester or 90-134 quarter college credits (Associate's degree).
- 6 years of experience AND 90-119 semester or 135-179 quarter college credits.
- 5 years of experience AND a Bachelor's degree.
- 3 years of experience AND a Master's degree.
- 2 years of experience AND a Ph.D.

**Special Requirements/Conditions of Employment:**

- Must possess and maintain a valid driver's license.

**Supplemental Information**

Ecology does not use the **E-Verify** system; therefore, we are not eligible to extend STEM Optional Practical Training (OPT). For more information, please visit [www.uscis.gov](http://www.uscis.gov).

## **Our Commitment to DEIR**

**Diversity, Equity, Inclusion, and Respect (DEIR)** are core values central to Ecology's work. We strive to be a workplace where we are esteemed for sharing our authentic identities, while advancing our individual professional goals and collaborating to protect, preserve, and enhance the environment for current and future generations.

**Diversity:** We celebrate and appreciate diversity; our unique perspectives and abilities enrich us all and lead to innovative approaches and solutions.

**Equity:** We champion equity, recognizing that each of us need different things to thrive.

**Inclusion:** We intentionally create and hold space so that we all have meaningful opportunities to participate and contribute to Ecology's work.

**Respect:** We treat each other with respect and dignity, acknowledging the inherent worth of our diverse perspectives and lived experiences, even in times of uncertainty and disagreement.

We believe that DEIR is both a goal and an action. We are on a journey, honoring our shared humanity and taking steps to demonstrate our commitment to a vision where each of us is heard, seen, and valued.

## **Application Process**

Ecology seeks diverse applicants: We view diversity, equity, inclusion, and respect through a broad lens including race, ethnicity, class, age, religion, sexual orientation, gender identity, immigration status, military background, language, education, life experience, physical disability, neurodiversity, and intersectional identities. Qualified job seekers from all backgrounds are encouraged to apply.

## How to Apply

Click “Apply” at the top of this page. Complete the entire application, including full work history and responses to all supplemental questions, and attach:

- Cover letter, describing your interest in and qualifications for this position
- Resume

Because we base our selection on the information you provide, it is in your best interest to complete the application thoroughly. A resume will not substitute for the “work experience” section of the application or vice versa. Applications with blank fields or supplemental question responses with comments such as “see resume” may be considered incomplete.

For detailed application information, please visit our [Recruitment website](#).

Application Attestation: By submitting an application, you are affirming that the information contained in your application and on all attachments is complete and truthful. The state may verify this information, and any false or misleading answers may result in rejection of your application or dismissal if employed.

## Need an Accommodation?

If you need reasonable accommodation during the application and/or screening process, including this job announcement in an alternate format:

- Please contact us at 360-407-6186 or [careers@ecy.wa.gov](mailto:careers@ecy.wa.gov)
- If you are deaf or hard of hearing, you may call through the Washington Relay Service by dialing 711 or 1-800-833-6384.

## Questions?

- For specific questions about the position location options, schedule, or duties, please contact **Jessica Schwing** at [Jessica.Schwing@ecy.wa.gov](mailto:Jessica.Schwing@ecy.wa.gov)

- If you need assistance applying for this job, are inquiring about the status of your application, would like to request the full position description, or have any other questions, please contact the Recruitment Team at [careers@ecy.wa.gov](mailto:careers@ecy.wa.gov)

### **About the Department of Ecology**

As the State of Washington's environmental protection agency, we are deeply committed to protecting, preserving, and enhancing Washington's environment for current and future generations. Joining Ecology means becoming part of a team dedicated to protecting and sustaining healthy land, air, water, and climate in harmony with a strong economy. A career in public service at Ecology allows you to help solve some of the most challenging problems facing our state, while keeping your health and financial security a priority. We combine one of the most competitive benefits packages in the nation with a strong commitment to life/work balance. We invest in our employees to create and sustain a working environment that encourages creative leadership, effective resource management, teamwork, professionalism, and accountability.

**Ecology employees may be eligible for the following:** [Medical/Dental/Vision for employee & dependent\(s\)](#), [Public Employees Retirement System \(PERS\)](#), [Vacation, Sick, and other Leave](#), [11 Paid Holidays per year](#), [Public Service Loan Forgiveness](#), [Tuition Waiver](#), [Long Term Disability & Life Insurance](#), [Deferred Compensation Programs](#), [Dependent Care Assistance Program \(DCAP\)](#), [Flexible Spending Arrangement \(FSA\)](#), [Employee Assistance Program](#), [Commuter Trip Reduction Incentives](#), [Combined Fund Drive](#), [SmartHealth](#) \***Click here for more information**

To learn more about Ecology, please visit our [website](#), explore [Working at Ecology](#), check out our [Strategic Plan](#), and connect with us on [LinkedIn](#), [Facebook](#), [Instagram](#), [YouTube](#), or our [blog](#).

**Equal Opportunity Employer:** The Washington State Department of Ecology is an equal opportunity employer. We strive to create a working environment that includes and respects cultural, racial, ethnic, sexual orientation and gender identity diversity. Women, racial and ethnic minorities, persons of disability, persons over 40 years of age, veterans, military spouses or people with military status, and people of all sexual orientations and gender identities are encouraged to apply.

Collective Bargaining: This is a position covered by a bargaining unit for which the Washington Federation of State Employees (WFSE) is the exclusive representative.

**Note:** This recruitment may be used to fill other positions of the same job classification across the agency. Once all the position(s) from the recruitment announcement are filled, the recruitment may only be used to fill additional open positions for the next sixty (60) days.