

Balance Hydrologics, Inc.

Classification: Full-time (40 hours per week)
Status: Exempt
Position: Staff to Senior Professional Hydrogeologist (level commensurate upon years' experience)
Location: Berkeley or Santa Cruz, California
Salary Range: \$83,000-130,000, final exempt salary or non-exempt hourly pay will be dependent on experience level and registration.

Balance Hydrologics (Balance) seeks a highly motivated hydrogeologist to join our team of hydrologists, geomorphologists, and engineers in our Berkeley or Santa Cruz office. We are looking for a team member with approximately 5-10 years of work experience, a passion for water resources, watershed hydrology, open channel hydraulics, stream and wetland restoration, and nature-based and regenerative design.

Who We Are

Balance is a specialized firm, recognized as being a leader in the analysis of watershed, channel, groundwater and wetland dynamics. We have a collegial and collaborative environment where our engineers, hydrologists, geologists, and geomorphologists are committed to delivering successful project results through in-depth analyses. Most investigations are designed to measure and control the effects of specific land uses on aquatic, riparian, or wetland habitat values. Our emphasis is on using multiple lines of field, analytical, historical, and regional evidence to provide practical solutions, sometimes with constrained time and resources. Pragmatically, most projects are a combination of field trials, streamflow and sediment transport measurement, supplemented by numerical modeling historical analyses.

We celebrate the differences—age, color, physical ability, ethnicity, family or marital status, gender identity or expression, sexual orientation, language, national origin, race, religion, veteran status, and other characteristics—that make each of us unique.

Who You Are

Working with Balance staff and specialists from other firms, you will apply expertise in hydrogeology. The desired candidate will be a detail-oriented team player who can provide technical support and project management to client projects. The hydrogeologist will apply expertise in hydrology, geology, and scientific measurements to projects covering a wide range of water-resources analyses and design challenges. The hydrogeologist will carry out both surface water and groundwater assessments and evaluations of their interaction and water quality. At a more advanced level, the hydrogeologist will assist with analytical and numerical modeling of groundwater flow and water balance computations. Assignments will involve field and analytical work, instrumentation, plus coordination with contractors, water-well drillers, consultants in other disciplines, and agency professionals. Some travel is expected, generally daily or overnight, with occasional one- to two-week road tasks.

The successful candidate should enjoy explaining hydrogeologic processes and functions to lay or interdisciplinary groups and should have a demonstrated ability to work well with engineers and scientists in other disciplines, including biological and land-planning specialists who work with other firms or agencies. This position requires a demonstrated prior field-project experience plus an ability to eventually supervise other staff and/or lead projects.

Education/Experience/Licensing:

- Having Professional Geologist (PG) and Certified Hydrogeologist (CHG) in California or highly motivated to achieve these licenses as a professional goal, at minimum Geologist-in-Training (GIT) certificate or plans to take the GIT exam.

- Minimum 5 years' experience.

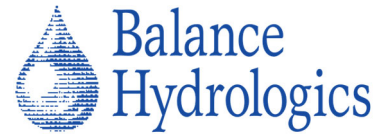
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Your Responsibilities with Balance

- Review geologic maps and documents, perform field ground-truthing activities, and site potential well locations.
- Coordinate and work with drillers to design and install water-supply wells as sources for various purposes.
- Assist with permitting project activities (e.g., SGMA, DDW, SWRCB, DFW)
- Log cores, trenches, and prepare geologic logs, including sample selection, to standard geologic reporting norms.
- Execute water-well pumping and recovery tests and analyze drawdown data.
- Water-quality sampling, analysis, tabulation, and interpretation of laboratory results, including groundwater recharge dating techniques.
- Retrieval of or placement in environmental information from online databases (e.g., WCR, GeoTracker, GAMA, USGS).
- Process field data for report preparation, and/or participating in report preparation.
- Develop and process geospatial data, including LiDAR or UAV- collected topographic datasets.
- Assist with surveying or developing topographic maps, may include use of the total station, auto level, or RTK GPS.
- Use GIS or CAD software to develop or edit figures, drawings, or designs.
- Install streamflow gaging stations, rainfall gages, and other hydrologic monitoring equipment.
- Manage streamflow and/or sediment transport gaging stations, including field measurements and development of annual streamflow and/or sediment records and reports.
- Measure streamflow, stage, water levels, and other hydrologic parameters monitoring, including under inclement weather during storm events.
- Regular field maintenance of hydrologic monitoring equipment.
- Assist with regular contact and effective communication with assigned clients.
- Manage water quality samples and deliveries, and assist with equipment calibration, storage, and upkeep of lab space.
- Maintain and repair instruments and electronics.

Required:

- Bachelor of science degree in geology or other related technical field; Master's degree in geology or hydrogeology recommended.
- Minimum 5 years' experience.
- Strong geologic background and familiarity with California geology, soils, and standard hydrologic and water-quality databases.
- Experience with groundwater modelling techniques and programs (e.g., MODFLOW)
- Able to work on computations, spreadsheets, and maps for long periods of time.



- Experience with quantitative analysis of aerial photograph/remote sensing and/or GIS.
- Demonstrated affinity for field work during storms or on drill rigs is required – sometimes for week at a time and possibly in rural/remote regions of the west.
- Computer proficiency (including Microsoft Office: Word, Excel, and PowerPoint).
- Ability to prepare clear and concise technical reports.
- Communicates technical information well through written or quantitative mediums.
- Demonstrated verbal communication and technical presentation skills.
- Ability to work both independently and as part of a team with the ability/desire to lead tasks.
- Attention to detail.
- Ability to read, interpret, and apply information on State and Federal technical guidance and regulations, and make compliance determinations.
- Listens well.
- Must have valid, current Driver's License (CA preferred) and must have access to vehicle to visit project sites.
- Able to work outdoors all day under adverse weather conditions.

Preferred:

- Certified Hydrogeologist (CHG) in California or highly motivated to achieve this certification.
- Familiarity with California, Nevada, Oregon, or tribal regulatory environment, or a willingness to learn such quickly.
- Familiarity with life of work in small towns or agricultural and ranching communities is beneficial.

Work Environmental & Physical Demands:

Performance of duties and tasks requires use of standard office equipment, including work at a Windows PC. May be required to use step stools and carry records and files. Field work can take place in challenging environments and adverse weather, often with the need to carry and operate field equipment, make observations, and take detailed notes. Must be able to lift and carry 50 lbs. Driving on rural roads and 4x4 trucks.

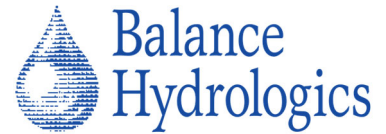
What Balance Will Do for You

Balance will welcome you to our close-knit team working on habitat restoration planning, design, and implementation, as well as general water resources management projects – all working towards improving our world and its wild places.

Balance believes in work-life balance, three weeks paid vacation (increases with company seniority), two weeks sick pay, and nine holidays. Balance currently makes an annual contribution equivalent to 3% of your full yearly compensation to the 401(k) plan. Balance offers comprehensive medical and dental insurance plans for employees and dependents. Comprehensive medical and dental insurance plans with monthly premiums covered by us at over 98% for employees and 95% their dependents. Dental and vision insurance are covered 100% by Balance.

We encourage our staff to continue to develop their careers and research through conference participation or providing a budget for research projects.

Competitive salary is commensurate with experience. Balance provides an exceptional benefits package with company-subsidized insurance, and an exciting work environment with opportunities for significant professional growth.



Balance Hydrologics is an Equal Opportunity Employer, committed to a diverse and inclusive work environment. (EOE M/V/F/D).

All offers of employment are contingent on candidates passing a background screening that includes employment history, criminal background, Federal Watch List, and, if applicable, a degree verification. Candidates will receive written notice of this requirement. All screenings will be done in accordance with all local, state, and federal laws.

To Apply

To apply please send résumé and cover letter referencing the position of interest and outlining qualifications to the attention of Colleen Haraden at [hiring@balancehydro.com](mailto: hiring@balancehydro.com)