Balance Hydrologics

Balance Hydrologics, Inc.

Classification: Full-time (40 hours per week)
Status: Exempt
Level: Staff Engineer
Location: Berkeley, California

Salary Range: $90,000-100,000, depending on level of education and years' experience

Educational Level: Four-year degree, Graduate degree a plus

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, 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 hydrology, hydraulics, environmental fluid mechanics, and engineering design to projects covering a wide range of conditions. In this role, you will carry out assignments such as hydrologic and hydraulic modeling, design drafting, supervised project management and client communication, and preparation of reports and deliverables for review by senior staff.

Education/Experience/Licensing:

- Bachelor's or Master's degree in Engineering with coursework in earth and fluvial sciences (required)
- Engineer-in-Training (EIT) certification (required)
- Minimum 2 years of experience in hydrology, hydraulics, environmental fluid mechanics, and engineering design
- Experience with modeling and design software such as HEC-HMS, HEC-RAS, AutoCAD, and ArcGIS (preferred)
- Valid driver's license and a satisfactory driving record (required)
- Working toward certification as a Professional Engineer (PE) in California; CFM, UAV pilot, and QSD/QSP certifications are a plus

Essential Duties and Responsibilities

Responsibilities will include but not be limited to the following:

- Design and complete engineering analyses, including H&H modeling, CAD drafting, and GIS-based analysis, as assigned by the Project Manager
- Collect, review, and synthesize background data, reports, and geospatial information to support restoration designs and H&H analyses; perform engineering calculations using standard practices for scour, particle mobility, rock sizing, and bank stability
- Conduct field investigations including collection of topographic, bathymetric, and geomorphic data using survey tools (auto-level, total station, RTK-GPS, or drone); assist with stream gage maintenance and high-flow measurements
- Prepare technical reports, H&H assessments, memos, plans, specifications, and other engineering deliverables for internal review by senior staff
- Prepare engineering design documents for floodplain, wetland, channel stability, fish passage, habitat restoration, and related projects, including conceptual design schematics, plans, specifications, and cost estimates
- Participate in interdisciplinary project work across the firm
- Adhere to task deadlines and deliverables, typically as assigned by others, with increasing client interaction over time
- Manage small, straightforward projects with responsibility for client service, communication, and delivery of work
- Manage multiple tasks and projects simultaneously with the ability to prioritize and adapt to changing project needs; monitor task budgets and track trends
- Develop professional relationships with clients and community-based organizations
- Actively participate in conferences, internal tech talks, and professional organizations; pursue opportunities to present work and publish
- Work toward PE licensure under supervision of a licensed PE and develop knowledge of Balance's cross-disciplinary services
- Collaborate effectively across disciplines; communicate clearly and proactively with team members and clients
- Engage with colleagues in a way that promotes team cohesion, shared problem-solving, and a supportive work environment
- Demonstrate accountability for all professional work; receive supervision and thorough review of work products

Work Environment & Physical Demands

- Performance of duties requires extended use of standard office equipment and computer terminals
- Field work includes surveys in challenging environments with adverse weather conditions, uneven terrain, and occasional nighttime assignments
- Must be able to transport and operate (or learn to operate) field and survey equipment

- Must be able to lift and carry up to 50 lbs.
- Work outside of regular business hours and on weekends may be required when project needs and timelines necessitate

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.
- We encourage our staff to continue to grow their careers and research through conference participation or providing a budget for research projects.
- Balance Hydrologics is an Equal Opportunity Employer, committed to a diverse and inclusive work environment. (EOE M/V/F/D)

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.

Balance Hydrologics Values

1. Personal Growth: cultivate individual growth at all staff levels
2. Collaboration: listen to and consider ideas of those with differing experiences and expertise
3. Rigor: do interesting, meaningful, and high-quality work
4. Honesty: maintain trust and mutual respect, with each other and our clients
5. Balance: work hard to maintain a livelihood and make time for personal fulfillment outside of the organization.
6. Community Service: work with people where we live and in landscapes that we know
7. Be employee-owned: encourage long-term personal investment in the company
8. Responsible growth: grow at a measured pace
9. Ethics: Do no harm