Human Resources
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Hydrogeologist

JOB CODE	JOB FAMILY	PROFILE
JCP411	**Planning, Development & Protection**	**Hydrogeologist**
PAY TYPE	**PAY RANGE**	**REVISION DATE**
Salary	**$69,451.00 - $109,720.00**	**April 10, 2026**

The Hydrogeologist provides expertise in hydrology, hydrogeology, water resource assessments, and groundwater quality assessments. Addresses county environmental legacy sites and emerging environmental issues, while leading and managing assigned projects. Reviews and assesses water resource data and information to support sound environmental decision-making. Develops and implements programs, policies, and projects for the evaluation and management of water resources. Serves as the County's hydrogeology and environmental expert in departmental, public, and regulatory settings. Leads and coordinates departmental, interdepartmental, and interagency working groups. Manages and tracks related budgets, contracts, and expenditures.

Job Description

DUTIES AND RESPONSIBILITIES

- Performs geologic, hydrologic, water quality, and environmental evaluations, including preparing and submitting reports and permits in accordance with all applicable federal, state, and local regulations, policies, and procedures. Provides subject matter expertise and technical assistance to other County departments.
- Reviews, evaluates, and provides recommendations and technical reports to local and state commissions, boards, and agencies regarding water availability, water policy, and the potential impact of proposed legislation, ordinances, and development proposals affecting the County's water resources.
- Designs and coordinates well drilling and construction, well development, and monitoring well installation at County facilities. Manages and performs monitoring of groundwater supply and monitoring wells. Collects, samples, measures, monitors, analyzes, and interprets groundwater and well data. Develops program-related

goals, objectives, performance measures, and related budget and staffing needs.

- Develops, implements, evaluates, coordinates, contracts, and manages groundwater- and environmental-related programs within the section and in collaboration with other County departments, municipal, county, state, and federal agencies. Participates in regional and state water planning activities. Represents the department at public and regulatory hearings.
- Manages and disseminates groundwater data for public use through reports, memos, and recommendations distributed via websites, local outreach events, and presentations at state and national conferences.
- Instructs and assists homeowners, water system operators, and governing boards on well and groundwater issues. Assists in reviewing development proposals.
- Proposes, plans, and develops technically sound analytical and computer models of groundwater systems, and Geographic Information Systems (GIS) data and applications for water resources in Bernalillo County. Manages and maintains existing groundwater databases.
- Maintains and tracks sampling requirements, monitoring records, equipment, and testing supplies for both surface water and groundwater resources.
- Supervises natural resources program staff in sampling, analysis, data tracking, and interpretation of water resources data.
- Assists in developing budget requests, federal grant proposals, and other funding proposals to support natural resource service program activities.
- Performs other job duties and supports additional sections or department projects and programs as necessary or assigned.
- *The above information is intended to outline the general nature and scope of the duties required for this position. It is not an exhaustive list and may vary depending on specific job assignments and responsibilities.

MINIMUM QUALIFICATIONS

- Bachelor’s Degree in Geology or Hydrology/Hydrogeology, Earth Science, Civil or Environmental Engineering, or closely related fields.
- Six (6) years of work experience in the coordination or management of complex water resource projects, to include storm water compliance or regulatory oversight.

*Any equivalent combination of related education and/or experience may be considered for the above requirements.

SUPPLEMENTAL INFORMATION

SCREENING AND COMPLIANCE

The offer of this Bernalillo County position requires compliance with the following:

- Successful completion of a post-offer employment medical examination and background investigation.
- Adherence to all County safety guidelines.

- Complete all FEMA training(s) assigned to this position.
- Possession of a valid New Mexico driver’s license by the date of hire and maintenance of a valid license while employed in this position.
- Complete required supervisor training, if applicable.

WORKING CONDITIONS

- Duties are performed both indoors and outdoors.
- Indoor duties are performed in a temperature-controlled environment. Workers are exposed to natural weather conditions when performing outdoor duties.
- Indoor duties are performed on an even surface that may be carpet, tile, or concrete. Indoor surfaces are typically dry.
- Outdoor duties may be performed on even or uneven surfaces that may be wet or dry. Outdoor duties may be performed on natural ground, concrete, asphalt, or gravel.
- Perform duties alone or as a member of a select team or group.
- Potential hazards include exposure to chemicals, animals, biohazards, industrial and domestic waste, noise, intermittent vibration, driving a vehicle, fumes, odors, dust, mist, gases, poor ventilation, and polluted water.
- Must be able to climb and descend outside areas with a 15%-45% incline.
- Must be able to walk 1-3 miles per workday on an occasional basis.
- Must be able to kneel and crouch for short periods of time as needed when collecting samples.
- Must be able to bend at the waist and twist/rotate as needed on an occasional basis.
- Must be able to work with arms extended on an occasional basis when performing essential duties.
- Must be able to work with arms bent on an occasional basis.
- Must be able to carry up to 50 pounds of bulky equipment over 100 yards to obtain samples.
- Must be able to push/pull with arms with an estimated force of 25 pounds as needed.
- Must be able to use finger dexterity in the use of necessary machines, hand tools, and equipment.
- Must be able to coordinate the use of hands and eyes in the performance of essential duties.
- Must have sufficient eyesight and hearing in order to perform duties described above.
- Must be able to use legs and feet to drive, walk, climb, and descend outside inclined areas.

EQUIPMENT, TOOLS, AND MATERIALS

- Equipment typically used in the performance of office duties includes a telephone, computer terminal, computer printer, computer keyboard, photocopy machine, fax machine, and calculator.

- Materials and products handled in the course of performing essential duties include files, forms, reports, various other paperwork, clipboards, soil maps, aerial photographs, truck manifests, manuals, books, and a wide variety of basic office supplies.
- Equipment used in the performance of outdoor duties includes portable chemical testing equipment, water level devices such as steel tapes, e-lines, sounders, transducers, meters, bailer, tubes, measuring tape, cans and sampling bottles, two-way radio, radiological monitoring equipment, respirator equipment, goggles, gloves, and other protective gear when its use is indicated.
- The county vehicle is used by employees in traveling from site to site throughout the County.

Additional Description

This job profile is classified as safety-sensitive. Employees with safety-sensitive job profiles are subject to pre-employment, reasonable suspicion, post-accident, return-to-duty, and random drug & alcohol testing in accordance with the organization’s Drug and Alcohol Testing Policy.

Duties that require a Commercial Driver’s License (CDL), firearm(s) use, or are otherwise regulated under the Federal Aviation Administration (FAA), Federal Motor Carrier Safety Administration (FMCSA), or the Omnibus Transportation Employee Testing Act, are subject to all applicable federal drug and alcohol testing requirements. Employees in these federally regulated positions must comply with all DOT testing procedures, including enrollment in a DOT-compliant random testing pool.