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Natural Resource Scientist Senior

JOB CODE	JOB FAMILY	PROFILE
JCP318	**Planning, Development & Protection**	**Natural Resource Scientist Senior**
PAY TYPE	**PAY RANGE**	**REVISION DATE**
Hourly	**$29.49 - $46.57**	**August 28, 2026**

The Natural Resource Scientist Senior provides specialized expertise to Bernalillo County Natural Resource Services, other county departments, and interfacing external agencies in all natural resource matters regarding regulation, enforcement of relevant codes, inspection, permitting, and monitoring of public, private, and commercial facilities, and properties. Designs and implements public education, outreach, and enforcement campaigns. Initiates and coordinates with Building, Zoning, and other departments to plan, review, and implement programs. Assists with the training and supervision of junior staff. Serves as the senior technical person for the department in assigned areas of responsibility.

Job Description

DUTIES AND RESPONSIBILITIES

- Enforces all applicable laws and regulations governing wells, on-site wastewater systems, water conservation, stormwater discharge, and other assigned natural resource areas. Reviews plans and applications, performs inspections and investigations on private, public, and commercial facilities, analyzes and authorizes permit issuance, and issues notices of violation.
- Initiates and oversees detailed on-site inspections and investigations of permits, complaints, and violations related to water, water conservation, wastewater or sewage systems, illicit and industrial discharges, stormwater discharges, solid waste, or other environmental matters, as directed or needed. Recommends case closure or continued investigation and monitoring to County management.
- Applies knowledge and experience with related codes and ordinances to resolve or escalate compliance cases and determines when further investigation or referral to outside agencies or County legal counsel is warranted.

- Recommends, develops, prepares, provides, and presents written reports, comments, and recommendations on complex technical issues and proposed regulations to the public, contractors, County management, external agencies, and various county policy boards and commissions in both internal meetings and public hearings. Performs advanced plan reviews and represents the department at board, commission, and public hearings on technical matters.
- Develops and maintains procedures to manage and analyze all forms of Natural Resource Services data—field, office, and spatial—in electronic and paper formats. Ensures records and documents are retained and managed according to applicable laws and requirements. Prepares, presents, and represents County positions in public and legal hearings.
- Provides customer service, permit review and issuance, and advanced-level staffing and problem resolution to support departmental events, programs, and initiatives.
- Trains, directs, and coordinates the work of junior staff members in departmental studies, programs, and initiatives.
- Designs, implements, and monitors public outreach and education on water, wastewater, stormwater, and other natural resource issues. Directs activities related to departmental programs and initiatives. Designs, coordinates, and implements county water quality sampling programs under the direction of the Program Manager.
- Performs other job-related duties as assigned or required. May be assigned to other County programs and departments as needed.
- *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 Water Resources, Environmental Studies, Earth or Agricultural Sciences, Forestry, Biology, Sanitation, Engineering, or related field.
- Five (5) years of work experience in natural resources.
- Must have the following certifications: Hazardous Waste Operations and Emergency Response 24- or 40-hour; NM Water or Wastewater I or II Certified Operator; and Licensed Water Well Driller or similar.

*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.
- Transcripts of coursework must be submitted with the application.
- Employee must have and maintain at least four, and obtain at least one additional of the following certifications or trainings (or equivalent) within 9 months of employment: Hazardous Waste Operations and Emergency Response 24 hour or 40 hour, NM Water or Wastewater I or II Certified Operator, Licensed Water Well Driller, National Association of Wastewater Technician or NSF Wastewater Inspector, AND, National Association of Wastewater Technician, Operations and Maintenance Part 1 & 2 Certified Environmental Sampler, Certified Environmental Inspector, Registered Sanitarian or Public Health Professional, Certified Zoning Inspector or Code Enforcement Official, Stormwater Quality Protection or Erosion and Sediment Control, OR, Stormwater Administrator, Landscape Irrigation Auditor / Water Efficiency Auditor, OR, Certified Landscape Professional.
- Complete thirty-two (32) hours continuing education units related to on-site wastewater and drinking water treatment systems, water conservation, stormwater protection and operations, water or zoning law, soil science, geology, or hydrogeology, or other topics as approved by supervisor and obtained through formal education, webinars, training workshops and conferences.
- Serve for at least three (3) months as a departmental representative on the County Development Review Authority or County Planning Commission, or similar boards or commissions.
- Other certifications or training, as pre-approved by the Natural Resource Services Manager. Employee must complete the following trainings during the 9-month probationary training: FEMA Emergency Management Institute courses: all courses as designated for NRS II, and IS200.b ICS for Single Resources and Initial Action Incidents, and IS-240.b Leadership and Influence, IS-240.b; Decision Making and Problem Solving, IS-242.b Effective Communication (or equivalent training in those specific personal skill areas), IS-301 Radiological Emergency Response. IS 803 ESF#3 Public Works and Engineering, IS-632.a Introduction to Debris Operations.

WORKING CONDITIONS

- Major duties are performed 50% indoors and 50% outdoors, and the employee will be exposed to extremes of heat, cold and humidity, and dust.
- Outdoor duties may be conducted on both even and uneven surfaces, inclines, hills, ditches, paved or natural surfaces. Work may involve hiking with a heavy equipment pack, climbing, entering enclosed spaces such as well houses and spring boxes, and working on wet or dry surfaces.
- Indoor duties are performed in a temperature-controlled environment on even, carpeted, or tiled surfaces. Duties may be performed on either hard or soft surfaces in a professional office environment.
- Performs duties alone or as a member of a team or group.
- Work hazards or potential hazards include exposure to chemicals, animals, biohazards, industrial and domestic waste, radiation, burns, lacerations, contusions, falls, intermittent noise, intermittent vibration, electrical and mechanical equipment, fumes, odors, dust, mist, gases, poor ventilation and polluted water, driving a vehicle with trailer.

EQUIPMENT, TOOLS, AND MATERIALS

- Computers, environmental monitoring equipment, laboratory equipment, telephone, two-way radio, fax, photocopier, metal probes, shovels, wrenches, ladders, paper forms, chemicals, and Material Safety Data Sheets.
- County vehicles are used by employees in traveling from site to site throughout the county.
- Safety equipment may include a hard hat, rubber boots, gloves, a facemask, and a first aid kit.

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.