Human Resources
505.468.1500
415 Silver, 5th Floor
Albuquerque, New Mexico 87102
HR@bernco.gov
www.bernco.gov

Natural Resources/Environmental Scientist

JOB CODE	JOB FAMILY	PROFILE
JCP226	**Planning, Development & Protection**	**Natural Resources/Environmental Scientist**
PAY TYPE	**PAY RANGE**	**REVISION DATE**
Hourly	**$25.97 - $41.04**	**April 10, 2026**

The Natural Resources Scientist supports the Public Works Division through technical expertise, project implementation, and regulatory oversight. Assists in research and development of departmental programs and leads inspections, investigations, and enforcement of environmental ordinances. Responsibilities include reviewing and commenting on advanced permit applications, conducting public outreach and education, and representing the County at public hearings.

Job Description

DUTIES AND RESPONSIBILITIES

- Enforces applicable laws and regulations related to wells, on-site wastewater systems, water conservation, stormwater discharge, and other assigned natural resource areas. Review plans and applications, perform inspections, and authorize permits.
- Conducts detailed on-site inspections and investigations of permits, complaints, and violations involving water, wastewater, sewage systems, illicit or industrial discharges, stormwater, solid waste, and related environmental issues.
- Applies relevant codes and ordinances to resolve violations, recommends corrective actions, and determines when referrals to other agencies are required.
- Prepares and presents written reports and recommendations to the public, contractors, County management, and County review boards or commissions.

- Collects, processes, analyzes, and maintains electronic and paper records of field, office, and spatial data. Prepares documentation for public hearings and legal actions.
- Leads public education and outreach activities related to water, wastewater, stormwater, or other natural resource topics.
- Provides front-line customer service and issue permits. Supports departmental events, programs, and low-income assistance initiatives with technical expertise.
- Trains, supervises, and assists junior staff as needed.
- Supports cross-departmental initiatives and performs additional related duties as 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 Water Resources, Natural Resources Management, Environmental Studies, Earth Sciences, Planning, or a related field.
- Two (2) years of experience requiring coordinating or direct interaction with local, state, and federal agencies.

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

SUPPLEMENTAL INFORMATION

ADDITIONAL REQUIREMENTS

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.

- Employees in this position must meet the following certification and training requirements:
- Complete required FEMA Emergency Management Institute courses during the 9-month probationary period: IS-3, IS-5.a, IS-100.b, IS-100.pwb, IS-700.a, IS-810, and IS-811.
- Possess and maintain at least two (2) of the following certifications or equivalent, and obtain at least two (2) additional within nine (9) months of hire: HAZWOPER (24-hour Hazardous Waste Operations and Emergency Response), NM Certified Water Sampler Level II, Water I, or Wastewater I Operator NAWT or NSF Wastewater Inspector certification, Stormwater Quality Protection or Erosion and Sediment Control training, Landscape Irrigation Auditor or Water Efficiency Auditor certification

- Complete 16 hours of continuing education related to water/wastewater systems, conservation, stormwater, environmental law, or similar topics, as approved by supervisor.
- Attend two County Development Review Authority hearings and two County Planning Commission hearings to become familiar with public review procedures.
- Complete any additional training or certification as pre-approved by the Natural Resource Services Manager.

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

- 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 heavy equipment pack, climbing, entering enclosed spaces such as well houses and spring boxes, 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 employee in traveling from site-to-site throughout the county.
- Safety equipment may include hard hat, rubber boots, gloves, facemask and first aid kit.