



LEAD HYDROLOGIST

ESI seeks a full-time Lead Hydrologist to support the U.S. Forest Service on the Nantahala and Pisgah National Forests in North Carolina. The position focuses on assessing, designing, and implementing disaster recovery, restoration, and resiliency projects in coordination with Forest Service staff, partners, and contractors.

Responsibilities

Field Work

- ♦ Assess stream channels, floodplains, soils, and landscapes affected by or vulnerable to natural disasters; identify restoration and resiliency needs.
- ♦ Lead watershed improvement implementation, from small grading projects to stream channel and floodplain restoration.
- ♦ Inspect construction as directed by the Forest Service; evaluate work against plans and specifications.

Project Coordination

- ♦ Prepare or review restoration designs, cost estimates, special project specifications, and full or partial construction documents for projects of moderate complexity
- ♦ Coordinate with Forest Service staff, recovery partners, and contractors to review designs, implementation, and project schedules.
- ♦ Support project planning, surveying, scoping, permitting, contract preparation, and review of partner invoices and accomplishments

TOP 3 REASONS TO WORK AT Environmental Solutions & Innovations, Inc. (ESI)

1. Our collaborative and open-minded environment fosters the trust and support necessary to take calculated risks requisite for growth.
2. Our diverse and talented technical experts afford big-picture insights that elevate the quality of services we provide to Clients.
3. Our services help identify, conserve, and protect natural and cultural resources for future generations.

ABOUT ESI

An emerging leader in environmental consulting, Environmental Solutions & Innovations, Inc. (ESI) seamlessly merges real-world field expertise, scientific acumen, and comprehensive knowledge of the regulatory framework to assist clients balance societal needs with conservation and enhancement of natural and cultural assets. Our support of various industries and governmental agencies spans the biological sciences,

HOW TO APPLY: Please use the email subject "Lead Hydrologist" and send a resume to Employment@envsi.com



Environmental Solutions & Innovations, Inc. is an Equal Employment Opportunity employer. It provides equal employment opportunities to all employees and applicants for employment without regard to race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, age, disability, or veteran status.



LEAD HYDROLOGIST

Minimum Qualifications

- ♦ Master's degree in hydrology, watershed science, a relevant discipline, or an education level equivalent to a master's degree in a relevant discipline.
- ♦ At least 5 years of technical work experience in forest hydrology and watershed management.
- ♦ At least 3 years of experience assessing, planning, and designing watershed improvement projects, preparing cost estimates, and writing special project specifications to meet defined objectives.
- ♦ Thorough understanding of field hydrology, stream rehabilitation design criteria, and methods for improving stream and riparian function.
- ♦ Thorough understanding of construction methods, materials, equipment, water quality protection practices, and quality assurance methods.
- ♦ Ability to interpret plans and specifications, identify construction deficiencies, and prepare clear technical documentation and progress reports.
- ♦ Proficiency with GIS data and Microsoft Word, Excel, and Adobe; ability to use a camera, computer, and appropriate software to complete assigned work.
- ♦ Valid driver's license and availability for frequent travel to project sites and coordination meetings.

Preferred Experience

- ♦ Disaster recovery and stream, floodplain, or watershed restoration projects on forested lands, particularly in the southern Appalachian region.
- ♦ Forest Service or other public agency projects involving partner coordination, construction inspection, accomplishment reporting, and financial monitoring.
- ♦ Environmental permitting and compliance support for restoration projects, including Clean Water Act Sections 404 and 401 requirements.

Location and Working Conditions

This position supports projects across the Nantahala and Pisgah National Forests in western North Carolina and requires regular in-person fieldwork, construction site visits, and coordination with Forest Service staff and partners. All desk work can be conducted either remotely or potentially at a local office.

Salary & Benefits

ESI has standardized and transparent pay ranges based upon education and experience. The anticipated base annual (2080 hours) salary pay range for the qualifications listed above is \$85,000 to \$100,000 per year.

We offer generous paid time off allowances, 100% employer-paid health/dental/vision insurance, Flexible Spending Accounts (FSA) and 401(k) with graduated match.

ESI provides ample opportunities for training and professional development, including direct mentorship by career Hydrologists and permitting experts.

Individuals exceeding these qualifications are invited to apply and encouraged to submit a resume with salary requirements. See accompanying pages for ESI's standard benefits package.



Benefits and Total Rewards Detail 2026

Paid Time Off (PTO)

ESI provides compensated leave for vacation, personal and sick time as one comprehensive bucket identified as “Paid Time Off” or PTO. A maximum of 8 hours of PTO may be claimed per 24-hour period.

● Full Time, Salaried

All full-time (2,080+ hours), salaried employees are eligible for PTO from their first day of work, accrued incrementally each pay period, based upon the number of years of full-time employment with the company, as identified in the table below. (Multiple service tenures may be added together, provided they are all full time.)

Hours Worked	Full Time, Salaried
From Start	128 Hours
After 1 year	128 Hours
After 2 years	160 Hours
After 5 years	200 Hours
After 10 years	240 Hours

Full time employees may “borrow” up to 40 hours of unaccrued PTO, once per 2 years. No active employee may maintain a negative PTO balance for more than 120 days. In the unlikely scenario that an individual has a negative PTO balance upon their date of departure from the company, wages equivalent to the value of the unearned PTO is withheld from the final paycheck.

Accrued, unused PTO for full-time staff is “rolled over” from one year to the next, up to a maximum. For companies that allow PTO roll over, the cumulative payroll dollar value of all accrued, unused PTO is “carried” on a company’s balance sheet, from one year to the next. Most companies impose a limit on PTO rollover to limit the size of this liability. ESI limits the amount of PTO that can be rolled over annually to 320 hours for all staff. Individual staff PTO accrual balances are reviewed as of 30 April each year, with the following actions taken by staff type:

- Technical staff who are eligible to receive paid overtime and comp time: all accrued hours over 320 are simply “lost” without compensation. **(Hint: Use it so you do not lose it!)**
- Staff who are not eligible to receive paid overtime or comp time (e.g., administrators, managers, and/or senior staff with salaries over \$100,000 per year) all accrued hours over 320 are paid out (at the same rate of pay at which the time was accrued/earned).

● PRN

Pro re nata (PRN) employees may accrue PTO in one lump sum annually, based upon the following eligibility criteria:

- Have worked a minimum of 680 hours during the prior calendar year, and
- After completing 160 hours during the current calendar year.



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The amount of PTO accrued annual to an eligible PRN employee is calculated based upon:

- the number of consecutive years with a minimum of 680 hours ($\frac{1}{3}$ full-time) worked, and
- and the number of hours worked in the previous calendar year.

# Consecutive years with > 680 hours worked	Total hours worked in prior year		
	> 680 hours	> 1040 hours	> 1560 hours
1 year	40 Hours	64 Hours	96 Hours
2 years	56 Hours	80 Hours	120 Hours
5+ years	64 Hours	100 Hours	150 Hours

PRN employees may claim PTO at *any time of year*, including during a work leave of absence. PTO is always paid at the “straight time” rate and never contributes to “hours worked” in calculating the number of hours eligible for overtime.

Employer Sponsored Healthcare Coverage (Medical, Dental, and Vision)

● Full Time, Salaried

ESI pays 100% of employee’s healthcare coverage for all actively employed fulltime, salaried professionals. ESI also pays 50% of premiums associated with employee spouses, children, and other qualified dependents. Employees may elect to enroll in just one or all of the various types of coverages, for themselves and/or their dependents. For the current year, Anthem Blue Cross/Blue Shield bi-weekly premium payroll deductions for full-time, salaried staff with dependents are as follows:

	Employee	Spouse	Child(ren)	Family
Medical	-	\$149.20	\$85.68	\$259.92
Dental	-	\$6.13	\$11.89	\$18.54
Vision	-	\$1.29	\$1.16	\$2.55

● PRN

All *pro re nata* (PRN) employees actively employed by the company are eligible to participate in ESI’s health insurance plan. Starting in the second calendar year of employment, actively employed PRN staff who worked more than 680 hours in the prior year are eligible to receive a portion of their individual premium coverage to be paid by ESI; the percentage paid by ESI is determined as follows:

Hours Worked Prior Calendar Year	ESI Pays	Employee Pays
> 1,560	100%	0%
> 1,040	70%	30%
> 832	50%	50%
> 680	40%	60%
< 680	0%	100%



Employees may elect to enroll in just one or all of the offered coverages. Dependent coverage is available, although, in all cases, the employee must pay 100% of dependent premiums.

Paid Holidays

● **Full-time**

ESI currently provides 10 paid holidays (8 hours per each) for full-time, salaried employees in each calendar year:

- New Year's (1)
- ESI's Birthday (March 8) (1)
- Memorial Day (1)
- Independence Day (1)
- Labor Day (1)
- Election Day (1)
- Thanksgiving, and the day after (2)
- December 24 & 25 (2)

● **PRN**

All PRN staff working BOTH the normal business day before and normal business day after a company holiday are eligible for holiday compensation pay. For PRN field staff, "the normal business day before and after" requirement is met if the employee is deployed in the field, on a project, and works the established project schedule, as defined by the Project Manager, both before and after the holiday.

To illustrate, assume a scenario in which the field crew deploys on a Tuesday, works Weds through Saturday, takes Sunday off, and Monday is an ESI paid holiday. If:

- the crew goes home on Sunday, the Holiday is unpaid.
- the crew resumes work on Tuesday (and continues working), the Holiday is paid.
- the crew resumes work on Tuesday but one or more individual(s) depart for home on Sunday or Monday (the holiday). Staff who worked Saturday and Tuesday are paid for the Holiday, staff who went home on Sunday or Monday are not.
- new/additional staff join the field crew on Tuesday. These individuals are not paid for the Holiday.

One additional, unlikely but potential scenario is that a field project simply ends the day before a Holiday and therefore travels home on the holiday. In this instance, the employee still does qualify for Holiday pay.

Holiday pay may take one of two forms:

- eight (8) hours of "straight" time pay as compensated time off, OR,
- if a PRN employee is requested by a Project Manager, and it is approved by the PRN Group Manager, and the employee agrees, the employee will be paid twice their normal "straight time" hourly rate for up to 8 hours worked.



401(k) Plan

After employee's start date, on 1 January or 1 July, whichever comes first, all employees over 21 years of age are eligible to participate in ESI's 401(k) plan via salary deferral (up to IRS statutorily established maximums). Employees are automatically enrolled in the plan unless they opt-out. Salary deferrals of up to 5% of an employee's annual compensation are eligible for 100% employer matching contributions.

Compensated Overtime

● **Full-time**

ESI currently offers most full-time, salaried, technical staff (administrators, managers, and/or senior staff with salaries over \$100,000 per year) two options for additional compensation when billable hours worked exceeds 40 hours within a calendar week. Each individual may choose between these options on an hour-to-hour, week-to-week basis given their individual constraints and preferences at that time.

- Direct overtime pay - in accordance with ESI's normal pay schedule timing, the individual is paid extra for each hour worked (calculated as annual salary / 2080).
- Compensated time off ("Comp-Time") – employees may elect to receive an additional hour of compensated non-work time for each extra hour of billable time worked, which may then be used at a later date, similar to traditional "PTO".

A few notes about "Comp Time":

- The *reason* ESI offers Comp-Time is to allow technical staff whose jobs keep them away from home to have a reliable mechanism to take time off once they are home, without affecting their annual earnings or job security.
- While it is true that *all* non-project time reduces an employee's calculated utilization, Comp-Time is reflected in this calculation *identically* to PTO or Admin time.
- Managers may direct staff on their team to use available Comp-Time. (typically this would be if there is no billable work that the employee is able or willing to complete at that time).
- The "Comp Time Year" is 12 months and runs from 1 April to 31 March. Any unused Comp Time as of 31 March is paid out annually, at the same rate it would have been paid, had the individual chosen to take it as paid overtime when it was incurred, instead of banking Comp Time.

● **PRN**

In accordance with DOL regulations for individuals who are paid hourly, all PRN staff are paid time and a half for all hours over 40 in a calendar work week.



Benefits Available Exclusively to Full Time Salaried Staff

● **Parental Leave**

ESI provides 8 weeks (320 hours) of compensated time off work ("Parental Leave") once per employee, per occurrence and once per calendar year. The employee may take the allotted Parental Leave pay in one continuous period of leave or in increments of as little as one hour, at any time during the first 12 months after the event. Unused hours after 12 months expire and are not paid out. Employees' accrued PTO balance must be no greater than 120 hours before they are eligible to use paid parental leave.

● **Flexible Spending Account (FSA)**

- **100% Employer Paid Accidental Death and Dismemberment** (\$40,000 benefit through Anthem BCBS) and Group Term Life (\$40,000 benefit through Anthem BCBS).

- **100% Employer Paid Short- and Long-Term Disability:** All fulltime employees are automatically enrolled into both coverages (currently through Reliance Standard).

- Short Term Disability (STD): Benefit 60% of weekly earnings to a weekly maximum of \$1,000 (weekly minimum of \$10).
- Long Term Disability (LTD): Benefit 60% of monthly earnings to a monthly maximum of \$5,000 (with a monthly minimum of \$100).