



The **Minnesota Board of Water and Soil Resources (BWSR)** is the state of Minnesota's soil and water conservation agency. BWSR works with partners to prevent sediment and nutrients from entering our lakes, rivers, and streams; enhance fish and wildlife habitat; improve soil health and protect wetlands. The 20-member board consists of representatives of local and state government agencies and citizens.

## Job Details

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### **Working Title: Engineering Specialist Senior Job Class: Engineering Specialist Senior Agency: Board of Water & Soil Resources**

- **Job ID:** 84069
- **Location:** St. Paul
- **Hybrid work Eligible:** Yes
- **Full/Part Time:** Full-Time
- **Regular/Temporary:** Unlimited
- **Who May Apply:** Open to all qualified job seekers
- **Date Posted:** 02/11/2025
- **Closing Date:** 03/10/2025
- **Hiring Agency/Seniority Unit:** Board of Water & Soil Resources-MGEC
- **Division/Unit:** BWSR / Engineering
- **Work Shift/Work Hours:** Day Shift
- **Days of Work:** Monday - Friday
- **Travel Required:** Yes - Est Up to 20% of the time
- **Salary Range:** \$34.96 - \$51.50 / hourly; \$72,996 - \$107,532 / annually
- **Classified Status:** Classified
- **Bargaining Unit/Union:** 212 - MN Govt Engineers Council/Engineers
- **Last Incumbent:** Karen Bonde
- **Supervisor Name:** Thomas Wenzel
- **FLSA Status:** Nonexempt
- [Designated in Connect 700 Program for Applicants with Disabilities:](#) Yes

### **The work you'll do is more than just a job.**

At the State of Minnesota, employees play a critical role in developing policies, providing essential services, and working to improve the well-being and quality of life for all Minnesotans. The State of Minnesota is committed to equity and inclusion, and invests in employees by providing benefits, support resources, and training and development opportunities.

## Job Summary

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Note: This position was previously announced 2/11/25 - 3/05/25. If you already applied for this job, you do not need to reapply.

The position exists to perform high level para-engineering technician work for investigation, design, and construction supervision of conservation practices for soil erosion control, water quality protection and fish and wildlife habitat restoration with an emphasis on restoration of drained and degraded wetlands and shallow lakes.

The incumbent serves as a senior engineering technician providing project management and engineering assistance to a wide range of civil and agricultural engineering projects across a specified geographical region, all under the direction of a professional engineer.

The position purpose includes:

- Development and coordination of effective engineering technician assistance
- Partnership with Soil and Water Conservation Districts (SWCDs), other local, state, and federal governmental units, and project partners.
- The position may include lead worker responsibilities to direct, coordinate, and manage work assigned to and completed by other engineering technicians and engineering aides.

## Qualifications

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### Minimum Qualifications

- Six (6) years of para-professional experience in site investigation, design, layout, and construction of civil/agricultural engineering practices including four (4) years of experience using AutoCAD Civil 3D for civil engineering computer aided design for preparation of advanced engineering plan drawings.
- Have extensive experience and advanced knowledge of current civil and agricultural engineering design principals, practices, and standards enabling effective management, design, and construction of large scope and/or complex conservation projects.
- Knowledge of current civil engineering design methods and standards to independently perform complex technical engineering design work under the supervision of a licensed engineer.
- Have advanced knowledge of survey principals and processes and be able to perform advanced design, topographic and layout surveys, surface and subsurface investigations and construction inspection using a variety of survey equipment including survey grade GPS. Must be able to effectively collect relevant project data, download and process survey data, and use AutoCAD Civil 3D software to prepare comprehensive maps and plans from collected survey information.
- Leadership skills to serve as a survey crew leader and provide positive leadership to staff, local government, state and federal partners, and conservation program's clientele to meet project goals and objectives.
- Ability to verify compliance with construction plans and specifications, prepare field reports, conduct as-built surveys, and prepare as-built drawings, and final project certifications.
- Ability to perform complex mathematical and geometric calculations; interpret and reduce survey data; interpret maps, aerial photographs, and LiDAR data; and prepare exhibits, maps, and plans from survey data.
- Ability to communicate effectively in writing and verbally through reports and presentations and to present technical information to partners and affected parties with varying amounts of knowledge and expertise.
- Ability to professionally represent the agency at public and private meetings, effectively interact with landowners and agency clientele, and convey information accurately, simulate feedback and discussion, and confirm decisions made.

## Preferred Qualifications

- A Bachelor of Science degree in civil, agricultural, or environmental engineering technology or related field with an emphasis in natural resource restoration strategies.
- Experience using computer software and hardware for hydrology and hydraulic analysis and engineering design assistance.
- Advanced knowledge of federal, state, and local government regulations and permitting programs.
- Ability to provide positive leadership to staff, local government, state and federal partners and conservation program's clientele to meet project goals and objectives.

## Physical Requirements

The incumbent must be able to perform fieldwork on rough terrain, steep slopes, and in adverse weather conditions. The incumbent must be able to operate all field equipment including pickup trucks, all-terrain vehicles (ATVs/UTV's), survey equipment, and both mechanical and manually operated equipment for performing geotechnical investigations. Extensive travel across a broad geographic area should be expected and possession of a valid state of Minnesota Driver's License will be required. The incumbent is expected to work in wet and humid conditions and be able to lift and/or move heavy objects and equipment. The incumbent must have adequate vision levels to successfully perform expected duties including the ability to see close, far, colors, peripherally, to adjust/focus and to have depth perception.

## Additional Requirements

This position requires an unrestricted Class D Driver's License with a clear driving record.

It is policy of the Board of Water and Soil Resources that all candidates submit to a background check prior to employment. The background check may consist of the following components:

1. Employment Reference Check
2. SEMA4 Records Check
3. Criminal History Check
4. Driver's License DMV Check
5. Conflict of Interest Review
6. Education/License Verification

## Application Details

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### How to Apply

Select "Apply for Job" at the top of this page. If you have questions about applying for jobs, contact the Careers Help Desk at [651-259-3637](tel:651-259-3637) or email [careers@state.mn.us](mailto:careers@state.mn.us). For additional information about the application process, go to <http://www.mn.gov/careers>.

### Contact

If you have questions about this position, contact Tom Wenzel at [tom.Wenzel@state.mn.us](mailto:tom.Wenzel@state.mn.us) or [651 296-0883](tel:651-296-0883).

To receive consideration as a Connect 700 Program applicant, apply online, email the Job ID#, the Working Title and your valid Proof of Eligibility Certificate by the closing date to Patricia Sweep at [patricia.sweep@state.mn.us](mailto:patricia.sweep@state.mn.us).

## **Working together to improve the state we love.**

What do Minnesota's State employees have in common?

- A sense of purpose in their work
- Connection with their coworkers and communities
- Opportunities for personal and professional growth

## **Benefits**

As an employee, you'll have access to one of the most affordable health insurance plans in Minnesota, along with other benefits to help you and your family be well.

### **Your benefits may include:**

- Paid vacation and sick leave
- 12 paid holidays each year
- Low-cost medical, dental, vision, and prescription drug plans
  - Fertility care, including IVF
  - Diabetes care
  - Dental and orthodontic care for adults and children
- 6 weeks paid leave for parents of newborn or newly adopted children
- Pension plan that provides income when you retire (after working at least three years)
- Employer paid life insurance to provide support for your family in the event of death
- Short-term and long-term disability insurance that can provide income if you are unable to work due to illness or injury
- Tax-free expense accounts for health, dental, and dependent care
- Resources that provide support and promote physical, emotional, social, and financial well-being

### **Support to help you reach your career goals:**

- Training, classes, and professional development
- Federal Public Service Loan Forgiveness Program (Some positions may qualify for the Public Service Loan Forgiveness Program. For more information, visit the Federal Student Aid website at [studentaid.gov](https://studentaid.gov))

### **Employee Assistance Program (EAP) for work/life support:**

- A voluntary confidential program that helps employees and their families with life challenges that may impact overall health, personal well-being, or job performance
- Common sources of stress can be addressed through the EAP: mental health, relationship challenges (personal and work), grief and loss, finances, and legal issues
- Daily Living/Convenience Services: Chore services, home repair, trip planning, child/elder care

**Programs, resources and benefits eligibility varies** based on type of employment, agency, funding availability, union/collective bargaining agreement, location, and length of service with the State of Minnesota.

Minnesota state agencies are equal opportunity, affirmative action, and veteran-friendly employers. State agencies are committed to creating a workforce that reflects the diversity of the state and strongly encourages persons of color and Indigenous communities, members of the LGBTQIA2S+ community, individuals with disabilities, women, and veterans to apply. The varied experiences and perspectives of employees strengthen the work we do together and our ability to best serve Minnesotans.

All qualified applicants will receive consideration for employment without regard to race, color, creed, religion, national origin, sex (including pregnancy, childbirth, and disabilities related to pregnancy or childbirth), gender identity, gender expression, marital status, familial status, age, sexual orientation, status regarding public assistance, disability, veteran status or activity in a local Human Rights Commission or any other characteristic protected by law.

### **APPLICANTS WITH DISABILITIES**

Minnesota state agencies make reasonable accommodations to their employees and applicants with disabilities. If you have a disability and need assistance in searching or applying for jobs with the State of Minnesota, call the Careers Help Desk at [651-259-3637](tel:651-259-3637) or email [careers@state.mn.us](mailto:careers@state.mn.us) and let us know the support you need.