# Regulatory Permitting Specialist – Associate Level REQ 25-11

RECON Environmental Inc. (RECON) is a small company of specialists representing one of the most established environmental consulting service firms in the Southwest. We are employee-owned and hard-working, but with a casual and collaborative work environment. We offer the right candidate a team-oriented, caring environment that is client-focused, flexible, and always striving to provide high-quality service to our clients.

We are looking to fill a position within RECON’s Regulatory Permitting team. This position involves conducting and leading aquatic resource delineations and reporting, preparing associated permit application packages, and assisting with permitting and mitigation strategies for a range of project types. This position may also include managing or co-managing projects with an emphasis in wetland ecology and aquatic resource regulatory permitting.

Being a successful candidate, you will have a working knowledge of aquatic resource delineation procedures and state and federal regulations, policies, and guidance related to aquatic resources regulated by the U.S. Army Corps of Engineers (USACE), Regional Water Quality Control Board (RWQCB), and California Department of Fish and Wildlife (CDFW). The ideal candidate will have experience preparing permit application packages in support of and in compliance with Section 404 and 401 of the Clean Water Act (CWA), Porter-Cologne Water Quality Control Act (Porter-Cologne), and Section 1602 of the California Fish and Game Code (CFGC) per agency standards. Additional desirable qualifications include experience with aquatic resource mitigation planning and reporting and Coastal Development Permits through the California Coastal Commission (CCC). This is a regular, full-time position based out of our San Diego office eligible for a hybrid work schedule.

**Duties and Responsibilities**

* Conducting aquatic resources delineation and preparing associated reports.
* Preparing permit application packages for the USACE pursuant Section 404 of the CWA; Water Quality Certifications and/or Waste Discharge Requirements (WDR) from the RWQCB pursuant Section 401 of the CWA and Porter-Cologne; Lake and Streambed Alteration Agreements from the CDFW pursuant Section 1602 of the CFGC; and Coastal Development Permits from the CCC pursuant to the California Coastal Act.
* Managing public, private, and federal projects with aquatic resource permitting requirements.
* Representing clients in meetings and phone calls with regulatory permitting agencies.
* Overseeing regulatory compliance during project implementation, including tracking permit conditions.
* Preparing proposals and related marketing support.
* Other duties as assigned.

**Knowledge and Requirements**

* Master’s degree in biology, Environmental Science, or related environmental technical discipline plus three (3) to five (5) years of experience or a bachelor’s degree with six (6) years of relevant experience.
* Minimum of three (3) years of working experience with the requisite skills and experience to support projects involving aquatic resources delineations, reporting, and permitting.
* Excellent communication, presentation, organizational and interpersonal skills. Solid time-management skills with the ability to manage multiple project deliverables and produce a high volume of accurate work.
* Ability to maintain priorities, meet deadlines, and multitask, as well as be able to work in a team environment with a variety of project members.
* Ability to conduct fieldwork, with experience conducting aquatic resources delineations per agency standards (i.e., evaluating hydrophytic vegetation, hydric soils, wetland hydrology indicators as well as ordinary high-water mark and streambed/waters of the State indicators).
* Demonstrated experience preparing Section 404 and 401, WDR, and 1602 permit applications
* Must possess a valid California Driver’s License.

**Desired Qualifications**

* Strong client and agency relationships.
* Experience with coastal delineations and permitting.
* Experience overseeing regulatory compliance, including tracking permit conditions during the post-entitlement process.

$40.00 - $50.00 Hourly DOE. Please submit resume with cover letter including salary requirements to [maranibar@reconenvironmental.com](mailto:maranibar@reconenvironmental.com)

RECON is an employee-owned firm providing employees with a vested interest in our success through our Employee Stock Ownership Plan (ESOP). RECON offers a competitive compensation and benefits package that includes PTO, holidays, sick leave, medical and dental coverage (HMO and PPO), life insurance, long-term disability, flexible spending accounts, a 401(k)-profit sharing plan with employer match, employee stock ownership, and a casual and friendly work environment. Building amenities include an on-site gym and free parking.

RECON is an EOE/Minority/Female/Disability/Vets Employer