

**Position Announcement:** Biologist, Scientist, Professional Wetland Scientist,  
Landscape Architect, Planner

**Work Location:** Western Washington (Seattle, Tacoma, Everett, etc.)

**Status:** Full time

**Compensation:** Competitive Salary, Paid Time Off, Medical Benefits, Career Advancement

**We are looking for mid-level (5 – 10 years) and senior-level (10+ years) environmental professionals with proven track records obtaining permits for shoreline, in-water, and/or critical areas projects in Washington State. Competitive candidates will demonstrate: permitting experience; technical expertise in shoreline, aquatic, and/or critical areas natural resource and regulatory processes; outstanding project management, technical writing, and communication skills; and integrity.**

Leon Environmental, LLC (L-E) is an environmental consulting firm that specializes in permitting and regulatory compliance, habitat restoration, aquatic and shoreline natural resource science, wetlands and critical areas, sediments, and contaminated site cleanup. We were founded in 2011 on the simple principle that prioritizing a client's interests and maintaining a collaborative culture ensures success. We couple technical excellence with outstanding client service. Our clients include ports, agencies, businesses, and residential property owners.

We deliver a broad range of exciting projects. Some representative examples include:

- Shoreline and in-water infrastructure: terminals, piers, shoreline stabilization (hard, soft, hybrid), floats, etc.;
- Marina redevelopment and expansion;
- Mitigation (Concurrent, Advance, Bank);
- Port Master Planning;
- Wetland and critical area delineations;
- Shoreline and habitat restoration;
- Recreational trail development;
- Forage fish surveys;
- Sediment investigations and dredging; and
- Contaminated site cleanup.

To serve growing client demands, we are looking for highly-motivated, well-organized, team-oriented professionals to join our close-knit team. We anticipate that a senior-level hire will be a technical leader with strong project and client management skillsets. A mid-level hire will deliver quality technical work, while growing into a senior-level role.

Our company culture – excellence, collaboration, mentorship, and effective work/life balance – is a key element of our success. We work *primarily* from home offices, using technology to collaborate and deliver outstanding work; however, we also love our field time.

You will be successful with us if you:

- Function effectively as a member of a team;
- Exhibit strong communication and organization skills;
- Use technology effectively to work remotely;
- Notice details and deliver quality;
- Value mentorship, collaboration, and a supportive company culture;
- Desire opportunities for career advancement and leadership; and
- Believe in personal and professional integrity and accountability.

**A mid-level member of our team will:**

- Ensure work meets our professional technical and ethical standards;
- First adopt and later offer recommendations to improve our internal processes and procedures;
- Prepare permit application materials, including, but not limited to: shoreline substantial development permits and exemptions; shoreline variances; Section 10/404 permits; Hydraulic Project Approvals; SEPA/NEPA documents; BEs/BAs and ESA-support materials; critical areas report; floodplain habitat assessments; and other technical reporting;
- Conduct field work (site assessments, wetland delineations, forage fish surveys, sediment sampling, and other field evaluations and data collection efforts) throughout Western Washington and prepare associated reporting materials and documentation;
- Meet in our Seattle office, as needed (typically an average of once per month);
- Be available and responsive for colleagues, clients, and regulators during standard business hours;
- Perform other duties, as required.

The mid-level position typically works on projects managed by senior associates.

**A senior-level member of our team will:**

- Deliver the services described above;
- Serve as a technical expert and project manager;
- Manage scopes, schedules, and budgets effectively;
- Prepare proposals, technical scopes of work, and other reports;
- Lead meetings with clients and regulators;
- Develop new business; and
- Offer suggestions for ways we can improve.

The senior-level position is expected to participate in teams with other senior staff, prepare deliverables with minimal oversight, and mentor and delegate work to junior, mid-level, and administrative staff.

**Minimum Qualifications:** experience delivering (senior) or supporting (mid-level) environmental permit application packages in Washington State; expertise in shoreline and/or critical areas science; strong writing skills; attention to detail; ability to produce results while working remotely; and adaptability and aptitude for collaboration.

Candidates must demonstrate expertise in one or more technical areas: marine, shoreline, riparian, and/or critical areas science; regulatory compliance and permitting in Washington State; ESA-listed species and critical habitats; sediment chemistry/toxicology; and/or other relevant science disciplines.

Additional minimum requirements include:

- Demonstrate a “can-do” attitude;
- BA/BS in a natural resource-related field;
- Collaborative and effective teammate;
- Work efficiently from a home office; and
- Perform field work regularly throughout Western Washington.

**Desirable Qualifications:**

- MS in a natural resource-related field;
- Professional Wetland Scientist;
- Aptitude with ArcGIS; and/or
- SSNP experience.

**Compensation:** The position offers a competitive salary (\$70,000 - \$125,000+, commensurate with proven experience and qualifications), paid time off, holidays, flex time, and medical benefits. Additionally, we provide opportunities for professional development, continuing education, leadership, and technical training.

**How to Apply:** To apply, we ask qualified candidates to email your CV or resume, references, and letter of interest describing your qualifications to: Peter Leon, [peter@leon-environmental.com](mailto:peter@leon-environmental.com).

Competitive candidates will demonstrate clearly:

- How you meet the qualifications defined above;
- Your understanding of and interest in the job responsibilities; and
- Why you expect to be successful with us.

Strong preference will be given to applicants who can demonstrate technical expertise and experience delivering projects under the SSNP framework and/or navigating critical areas requirements throughout multiple Western Washington jurisdictions.

We look forward to welcoming you onto our team!