



POSITION ANNOUNCEMENT

Job Title: Soil Scientist — Inland Wetland Delineation & Ecology

Location: Torrington, CT. Office-based with regional travel

Employment Type: Part Time or Full Time

Compensation:

- Salary commensurate with experience, \$30-45/hr
- Benefits include holiday and vacation package; other benefits negotiable but can include 4% matching contribution to a 403b and health insurance.

Position Summary: We are seeking a motivated Soil Scientist with demonstrated experience or interest in inland wetland delineation, hydric soils identification, and wetland ecology. The successful candidate will be able to perform and review field delineations, soil and vegetation surveys, hydrologic assessments, GIS mapping, and prepare technical reports to support permitting, restoration design, and regulatory compliance.

Key Responsibilities

- Support Municipalities within NWCD's service area in northwest Connecticut by providing technical assistance (both field inspections and permit application reviews).
- Conduct and/or review inland wetland delineations following applicable guidance with thorough knowledge and understanding of Connecticut's Inland Wetland Regulations and definitions. Also, with knowledge of USACE 1987 Wetland Delineation Manual and regional supplements, state protocols.
- Identify and describe hydric soils, soil morphology, and other soil indicators in the field; collect soil samples.
- Ability to perform and review vegetation and habitat surveys, document hydrology indicators, and evaluate wetland boundaries.
- Review wetland determination reports, wetland delineation maps, NRCS/State soil survey references, and jurisdictional delineation packages submitted by consultants for municipal permits.
- Support Clean Water Act permitting (404/401), state wetland permits, and mitigation planning, including coordination with regulatory agencies.
- Use GIS and GPS tools to create maps.
- Coordinate laboratory analyses and interpret results.
- Write clear, concise technical reports, memos, and proposals; present findings to clients and regulators.
- Provide input to restoration design, mitigation planning, and adaptive management strategies.

- Cooperate with USDA/NRCS staff on agricultural soil sampling, when requested. Assist in interpreting soil test results.
- Support farms by providing soil-based analysis of farmland, drainage concerns and other technical soils applications related to farming.
- Create and present content for workshop presentations, educational literature, newsletters, and displays focused on natural resource topics including gardening, forestry, agriculture, habitat conservation and development etc.
- Other duties as assigned by the Executive Director of NWCD.
- Soil Scientist will, on occasion, be expected to participate in an evening or weekend event or presentation

Required Qualifications

- Bachelor's degree in Soil Science, Environmental Science, Ecology, Wetland Science, Geology, or closely related field. Master's degree preferred.
- Demonstrated knowledge of hydric soils, wetland indicator criteria, hydrology assessment, and wetland ecology.
- Proficiency in GIS (ArcGIS preferred) and GPS field data collection.
- Strong technical writing skills and experience preparing regulatory reports and delineation forms.
- Ability to perform physically demanding fieldwork in remote and variable environments (e.g. walking rough terrain, carrying equipment).
- Valid driver's license and willingness to travel regionally.

Preferred Qualifications

- 3–5 years of professional experience conducting inland wetland delineations and soil surveys.
- Professional Wetland Scientist (PWS) certification (Society of Wetland Scientists) or
- Professional Soil Scientist license. Professional member of Soil Science Society of Southern New England
- Experience with Connecticut-specific wetland regulations and permit application processes.
- Experience in wetland functional assessment methods (e.g., HGM), floristic quality assessment, or similar.
- Background in restoration ecology, mitigation design, or ecological monitoring.
- Familiarity with laboratory soil analyses and interpretation for agricultural usage (texture, organic matter, nutrients, contaminants).

Core Competencies & Skills

- Strong observational and field-identification skills for soils, vegetation, and hydrology indicators.
- Excellent written and oral communication; ability to present technical information to non-technical audiences.
- Project organization and time management; ability to multi-task and meet deadlines.
- Attention to detail and strong problem-solving skills.

- Teamwork and professionalism; ability to communicate with landowners, contractors and regulatory staff.
- Public speaking experience; ability to create and deliver presentations to citizens, groups, and town commissions.

Physical & Safety Requirements

- Fieldwork in varied weather and terrain.
- Ability to work in varied weather conditions and stand/walk for extended periods and comply with site management's safety regulations.
- Ability to conduct field work alone in varied locations (urban, suburban, rural).

Application Instructions

To apply, submit your resume, a cover letter describing relevant experience, and two professional references to Annette Lott at annettel@nwcd.org with subject line "Soil Scientist." Please include examples or summaries of three relevant projects.

Application Deadline: This position is open until filled.

Equal Opportunity Employer: NWCD is an equal opportunity employer and values diversity. We encourage applications from all qualified individuals, including underrepresented groups.