



Creating ecological solutions through innovative engineering

Wetland Environmental Scientist

At **Wildlands Engineering, Inc.**, we're passionate about restoring and protecting our natural resources—and we're looking for a motivated Environmental Scientist who shares that passion.

In this role, you'll have the opportunity to:

- Explore streams, wetlands, and diverse habitats while conducting ecological assessments, geomorphic surveys, and vegetation inventories.
- Perform wetland and stream delineations across a range of restoration and mitigation projects.
- Prepare and support Clean Water Act Section 401/404 permit applications, technical reports, and coordination with regulatory agencies.
- Contribute to important conservation efforts through endangered and threatened species surveys.
- Monitor and document site conditions to support project success.
- Work closely with a multidisciplinary team that values collaboration, innovation, and environmental stewardship.

This position offers a balance of **field and office work** in a **fast-paced, rewarding environment** where your contributions directly support the health and resilience of our ecosystems.

Company Information

Since 2007, **Wildlands Engineering, Inc.** has been dedicated to restoring and protecting streams, wetlands, and watersheds across the Southeast. With offices in NC, SC, VA, and TN, we partner with governments and conservation organizations to deliver innovative, ethical, and effective solutions in water resources engineering and ecological restoration. Our passionate team is driven by a shared commitment to improving water quality and building resilient ecosystems.

JOB DESCRIPTION

Key Responsibilities

As an Environmental Scientist at Wildlands, you will:

- Conduct stream and ecological assessments that support restoration projects.
- Perform stream and wetland delineations.
- Prepare and support Clean Water Act Section 401/404 permit applications and coordinate with regulatory agencies.
- Collect and analyze geomorphic data on existing and restored streams.
- Carry out vegetation surveys and organize field data for annual reports.
- Collaborate closely with team members and contribute to project success.
- Balance multiple deadlines while staying flexible and positive as priorities shift.

Qualifications

We're looking for someone who has:

- 4+ years of experience conducting stream and wetland delineations.
- 4+ years of experience preparing or supporting environmental permit applications and regulatory coordination, including 401/404 permit applications, among other permit types.

- Hands-on experience with field monitoring practices such as geomorphic surveying, vegetation sampling, or hydric soil identification.
- Strong skills in identifying Southeastern native and invasive plants.
- Familiarity with GPS units, ArcGIS Pro, and/or other ESRI data collection tools.
- Knowledge of NC SAM, NC WAM, and/or the NCDWQ Stream Identification Form.

Preferred Qualifications

It's a plus if you also bring:

- Strong technical writing skills.
- Experience working with federal and state agencies on permitting processes.
- Background in threatened and endangered species surveys.
- Experience with benthic macroinvertebrate collection and analysis.
- Confidence interacting with landowners and agency officials.
- Knowledge of the NCDWR Nutrient Offset and Buffer Mitigation Program.
- An understanding of riparian and wetland restoration processes in the Southeast.

Physical Demands

To succeed in this role, you should be comfortable with:

- Walking frequently over rough or uneven terrain.
- Performing strenuous physical tasks for extended periods.
- Lifting up to 50 pounds.
- Working independently outdoors in all types of weather, including heat, cold, wet, and humid conditions.
- Handling common field challenges such as ticks and poison ivy.

Why Join Us?

At Wildlands, you'll be part of a passionate, mission-driven team dedicated to restoring and protecting natural resources across the Southeast. If you're excited to make a difference in the field of ecological restoration—and ready to grow your skills in a supportive, collaborative environment—we'd love to hear from you!

PLEASE SEND RESUME AND COVER LETTER TO:

Email (preferred method): resumes@wildlandseng.com; subject line: Wetland Environmental Scientist

Mailing Address: Wildlands Engineering, 312 W Millbrook Rd. #225, Raleigh, NC 27607

The cover letter should identify previous work experience, why you are interested in this position, your approximate available start date, and any other information that you feel is important. Please be prepared to provide contact information for three references, if requested.

Wildlands Engineering provides equal employment opportunity without regard to race, color, religion, age, national origin, sex, sexual orientation, gender identity/expression, disability, veteran status, genetic information, or any other basis protected by federal, state, or local laws.

Wildlands Engineering maintains a drug-free workplace.

Wetland Environmental Scientist

Wildlands Engineering, Inc.

Join a passionate team dedicated to restoring and protecting streams, wetlands, and watersheds across the Southeast!

What You'll Do

- Conduct ecological and stream assessments
- Perform wetland and stream delineations
- Support permit preparation and agency coordination
- Collect geomorphic and vegetation data
- Collaborate with a multidisciplinary team in the field and office

What We're Looking For

- 4+ years of experience conducting stream and wetland delineations.
- 4+ years of experience preparing or supporting environmental permit applications (401/404)
- Skills in stream surveying, vegetation sampling, or hydric soil ID
- Plant ID skills (native and invasive species)
- Familiarity with GPS units, ArcGIS Pro, or ESRI data tools

Bonus Skills

Technical writing, agency coordination, endangered species surveys, macroinvertebrate analysis, and knowledge of stream, wetland and/or riparian buffer restoration practices in the Southeast.

Why Wildlands?

You'll gain hands-on experience, work with a supportive team, and contribute to meaningful restoration projects that make a real difference for our ecosystems.

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