



Watershed Specialist

Washington County offers a full compensation package that reflects how much we value our employees. Please take a look at what you can expect to earn as a **Watershed Specialist** during your first year as a full time Employee with Washington County Government:

- ✓ **Sixty (60) Paid Personal Hours**
- ✓ **Eighty (80) Paid Vacation Hours**
- ✓ **Fourteen (14) Paid Holidays**
- ✓ **One Hundred & Twenty (120) Paid Sick Hours**
- ✓ **County and Employee funded Healthcare including Health, Prescription, Dental and Vision Coverage**
- ✓ **County Paid Employee Assistance Plan**
- ✓ **County Paid Life Insurance**
- ✓ **County Paid Accidental Death and Dismemberment Insurance**
- ✓ **County Paid Short Term Disability Insurance**
- ✓ **County Paid Long Term Disability Insurance**
- ✓ **Up to \$2,500.00 Annual Tuition Reimbursement Assistance**
- ✓ **County and Employee funded Defined Pension Plan**
 - **Vested in just five (5) years.**
 - **Credit for Prior Active Military Service and Unused Paid Sick Days.**
- ✓ **An Annual Salary of \$70,013 starting..**

If our **Watershed Specialist** comprehensive compensation package interests you, please continue reading through our job posting to learn more about the position's duties, responsibilities, prerequisites, etc. and apply online today.



JOB TITLE:	Watershed Specialist	GRADE	14
DEPARTMENT:	Stormwater and Watershed Services	FLSA STATUS:	Exempt
REPORTS TO:	Stormwater Management NPDES/MS4 Manager		

GENERAL DEFINITION OF WORK:

Provide technical, informational and organizational assistance that will improve watershed organization development and the quality and quantity of the county's surface and groundwater resources. The focus of this work relates to watershed assessment and monitoring, procurement of funding, technical assistance, education and outreach, and the creation, implementation and coordination of work plans and strategies to restore and protect groundwater and surface water resources. Responsible for tracking and managing all aspects Chesapeake Bay Watershed Implementation Plan (WIP) and local waterbody Total Maximum Daily Loads (TMDLs) requirements as designated by the County's National Pollutant Discharge Elimination System (NPDES).

ESSENTIAL FUNCTIONS/TYPICAL TASKS:

(These are intended only as illustrations of the various types of work performed. The omission of specific duties does not exclude them from the position if the work is similar, related, or a logical assignment to the position.)

1. Provides guidance and management of Clean County Technicians, supervises day-to-day operation of the street sweeper program to ensure safe, correct use and maintenance of facilities, vehicles, equipment, and other assets.
2. Interpret resource materials including maps, census data and aerial photographs to assist in the development and implementation of watershed management plans through a working knowledge of geographic information systems.
3. Work with various government agencies and watershed groups to complete Watershed Implementation Plans that meet EPA criteria or watershed studies required by MDE for NPDES Permits.
4. Prepare, submit, and manage grant proposals to provide funding for non-point source watershed activities (technical support positions, 319 projects, mini-grants, cost share funding, etc.) and other grant applications for funding watershed planning and implementation projects
5. Manage the County's data in the Maryland CAST program for the WIP.
6. Possess knowledge of Washinton County's Stormwater Management Ordinance, NPDES Permit, local, state, and federal stormwater management regulations and ability to work with County staff to coordinate the County's CIP and grant funded projects to meet the WIP, TMDL, and impervious restoration reduction targets
7. Create, manage, and promote community outreach and educational efforts including watershed planning, tree plantings, outreach to individual landowners, community events, schools, cooperating agencies, and business owners to further improve water quality and meet state and federal pollution and impervious surface reduction targets through field contacts, network building, and community outreach programs.
8. Assist with the formation and development of local watershed organizations or other community groups involved in pollution reduction efforts and leverage their efforts in support of the County's TMDL and NPDES reduction goals.
9. Support existing watershed organizations with technical assistance, watershed planning, and educational programs.
10. Work closely with the Washington County SCD, municipalities and watershed groups within the county watersheds to avoid duplication of efforts.
11. Assist other County Departments in selection, development, funding and implementation of water quality best management practices (BMP).
12. Assists the Stormwater Management NPDES/MS4 Manager with mentoring, training, and supervising seasonal interns.
13. Other Duties as assigned.

KNOWLEDGE, SKILLS AND ABILITIES:

Thorough knowledge of modern principles and practices in watershed management, stormwater regulations, stream restoration, nutrient and sediment best management practice; and watershed modeling. Knowledge of the Chesapeake Bay Initiatives, Watershed Implementation Plans NPDES Permits, and environmental regulations, polices and ordinances associated with watersheds, Stormwater and Clean Water Act. Proficient knowledge of GPS, GIS, ESRI mobile applications, aerial photography and best management practices for nutrients and sediments. Effective in public speaking with excellent communication skills.

EDUCATION AND EXPERIENCE:

1. Bachelor of Science Degree in Environmental Sciences or related Science field focusing on water quality/watershed management.
2. Five years 'experience in stream restoration, watershed management, and/or watershed engineering.
3. Knowledge and experience with stream restoration design and stream stability assessments.
4. Knowledge and experience with Maryland Erosion and Sediment Control standards.
5. Knowledge and experience with the 2000 Maryland Stormwater Design Manual.

PHYSICAL REQUIREMENTS:

This is light work requiring the exertion of up to 20 pounds of force occasionally, up to 10 pounds of force frequently, and a negligible amount of force constantly to move objects; work requires, climbing, balancing, stooping, kneeling, crouching, reaching, standing, walking, fingering, and repetitive motions, vocal communication is required for expressing or exchanging ideas by means of the spoken word; hearing is required to perceive information at normal spoken word levels; visual acuity is required for depth perception, color perception, preparing and analyzing written or computer data, use of measuring devices, operation of motor vehicles or equipment, determining the accuracy and thoroughness of work, and observing general surroundings and activities; the worker is subject to inside and outside environmental conditions.

SPECIAL REQUIREMENTS:

Possession of an appropriate valid driver's license,

Revised: 09/2016, 01/2019, 10/2022, 4/2026

Reasonable accommodations may be made to enable individuals with disabilities to perform the essential tasks.

Easy Ways to Apply:

1. Visit our website at <https://www.washco-md.net/jobs/>
or
2. Complete and email an Application to HR@washco-md.net
or
3. Complete and mail Application to:
**Washington County Human Resources Department,
100 W. Washington Street, Room 2300,
Hagerstown, Maryland 21740**

Washington County is an Equal Opportunity Employer. Individuals requiring special accommodations or assistance are requested to contact the Human Resources Department at 240-313-2350, Voice or TDD (D/HH use 711) M/F/H/V.

**DEADLINE FOR FILING APPLICATIONS WITH HUMAN RESOURCES:
Friday, May 1st, 2026 @ 4:00pm**