



Come Work with Minnehaha Creek Watershed District!

Title: Permitting Technician

Salary Range: \$55,800-\$78,000

Starting Salary Range: \$55,800-\$67,000

Application review begins September 6, 2022. Learn more and apply at minnehahacreek.org/employment

Get to Know Us – Our Why:

MCWD believes that water is a central organizing element in the development of sustainable cities. We know that our lakes, streams, and wetlands have the power to underpin community identity, and grow social, environmental, and economic value. This is why we are dedicated to building a landscape of vibrant communities where nature and the built environment exist in balance, and create value and enjoyment. We are pursuing a vision of [A Balanced Urban Ecology](#) through public-private partnerships that protect and improve water, while creating a sense of place within the watershed.

How We Work Together – Our Culture:

MCWD is a leader in watershed management—it's a place to explore your potential and to push boundaries. We know that our success is driven by talented people who want to grow, think, and create. Our culture thrives on ideas, imagination, initiative, and the power that diverse perspectives bring to our collective mission. At MCWD, we enjoy the challenge of deep, meaningful work and appreciate the power we have as a team to achieve excellence in a constantly evolving environment. Our team of 22 will soon expand to 27 by first quarter 2023. MCWD is committed to building a diverse staff and strongly encourages applications from candidates of color.

Who You Will Work With – The Team:

The permitting program's purpose is to protect natural resources from degradation associated with land use change. The permitting team administers and issues permits, administers and enforces the Wetland Conservation Act (WCA), monitors active construction for compliance with district rules, and works to advance the strategic objectives of the watershed district. This position will work closely with the program manager to identify and build new public and private partnerships with stakeholders to achieve natural resource benefits beyond regulation alone.

What You Will Be Doing – The Job:

- Implement the program's permit administration, compliance enforcement, and partnership development efforts, working closely with the Program Manager to continuously identify issues and recommend solutions to improve program effectiveness and efficiency.
- Review and approve technically complex permit applications in close coordination with the District engineer, legal counsel, Permitting Program Manager, and state and federal natural resource agencies as necessary.
- Implement and administer the Wetland Conservation Act (WCA) through analyzing WCA applications; conducting and reviewing wetland delineations; coordinating with local, state, and

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federal agencies; issuing determinations; and investigating and pursuing enforcement of potential wetland violations.

- Identify and negotiate public-private partnerships to advance the strategic objectives of the District. Correspond and maintain positive working relationships with cities, other agencies, builders, developers, and the public concerning District permit related activities and to promote greater natural resource benefit, manage District reputation, and promote integration of land-use and water resource planning.

What You Will Bring to MCWD:

- A passion for advancing [MCWD's Balanced Urban Ecology vision](#) of watershed management
- Must have a Bachelor's degree in natural resources or related field and a minimum of 1-3 years of professional experience in natural resources, natural resource compliance, planning, code enforcement or an equivalent combination of education and experience.
- Knowledge of local, state, and federal water resource regulations.
- Understanding of the Wetland Conservation Act (WCA)
- Track record delivering technical presentations to a wide variety of audiences
- Ability to project manage and adapt in a fast paced, team-oriented environment
- An ability to spot relevant patterns and issues, and forge new alternative ways forward
- The capacity to track, digest, and manage detail while maintaining a strategic perspective
- A drive to stretch, learn, and grow in a high performing environment
- Flexible thinking, adaptability, and a desire to actively manage change
- A propensity for interpersonal communications, and the ability to build consensus
- A drive to build lasting relationships across a diverse set of stakeholders

What We Can Offer You:

MCWD believes that taking care of its people is the right thing to do. We strive to provide an environment that supports great work, balanced with a great life, by offering:

- The opportunity to influence the strategy of a mission-driven leader in watershed management
- A commitment to maintaining competitive total compensation as a means to recruit and retain top talent to support our mission. (See our policy)
- Employee paid health and dental coverage
- A collaborative and supportive culture
- Flexible hybrid work environment (2-days all staff in-office)
- Generous number of vacation and sick days each year
- 11 paid holidays per year
- Opportunities for growth and professional development, including tuition reimbursement

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