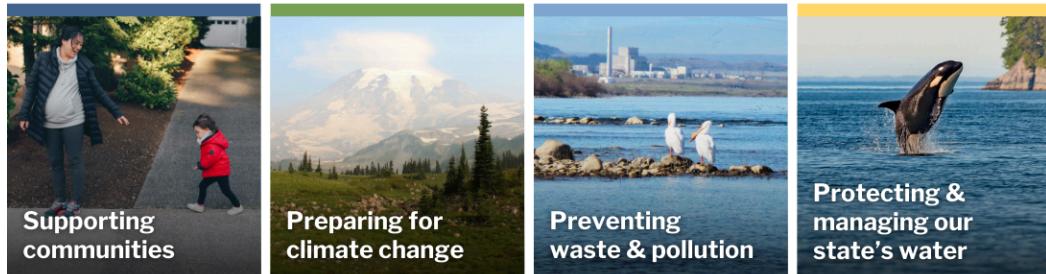




**State of Washington
Industrial Wastewater Permit Manager (Environmental
Engineer 3)**

SALARY	\$7,436.00 - \$9,998.10 Monthly \$89,232.00 - \$119,977.20 Annually	LOCATION	King County - Shoreline, WA
JOB TYPE	Full Time - Permanent	REMOTE EMPLOYMENT	Flexible/Hybrid
JOB NUMBER	2025-WQ5360-05463	DEPARTMENT	Dept. of Ecology
DIVISION	Water Quality	OPENING DATE	08/13/2025
CLOSING DATE	Continuous	SALARY INFORMATION	The high end of the salary range, Step M is typically a longevity step

Description



Keeping Washington Clean and Evergreen

The Department of Ecology is hiring an **Industrial Wastewater Permit Manager (Environmental Engineer 3)** within the [Water Quality Program](#).

Location:

- Northwest Region Office in [Shoreline, WA](#).
- The salary listed includes an additional 5% premium pay due to the position location in King County.
- Upon hire, you must live within a commutable distance from the duty station.

Schedule:

- This position is eligible for telework and flexible schedule options after the successful completion of the probationary period.
- A minimum of one day per week is required in the office.
- Schedules are dependent upon position needs and are subject to change.

Application Timeline:

- **Apply by September 16, 2025**
- This position will remain open until filled. The agency reserves the right to make a hire at any time after application review begins. Our first application review was on August 27th, and we will review the applications until the position is filled.



Ecology is committed to Diversity, Equity, Inclusion, and Respect

Duties

In this position, you will help protect and restore Puget Sound water quality. You will develop and oversee the National Pollutant Discharge Elimination System (NPDES) and State Waste Discharge permits to ensure that wastewater from industrial and commercial activities is managed to protect and restore water quality. You will work with engineers, environmental specialists, hydrogeologists, and scientists within the Ecology Water Quality Program, as well as other Ecology programs and agencies.

What you will do:

- Develop permits and fact sheets for NPDES and State waste discharge permits (SWDP) for industrial facilities in the northwest region of Washington.
- Conduct permit compliance inspections, prepare inspection reports, and respond to complaints.
- Provide technical assistance to permittees or other affected entities and individuals to achieve permit compliance.
- Perform statistical analyses on data from wastewater monitoring and receiving water.
- Work cooperatively and in coordination with the compliance specialist on assessing compliance, responding to permit violations, and defending enforcement.
- Provide technical assistance to legal counsel with the Attorney General's Office on appeals of permits or enforcement actions; develop expert testimony and serve as an expert witness in court cases or issues under consideration of administrative hearings boards.
- Provide technical assistance to the agency's communication team to respond to media inquiries.

[**Learn more about what it is like to be an Engineer at the Department of Ecology**](#)



Qualifications

For detailed information on how we calculate experience, please visit our [Recruitment website](#).

Required Qualifications:

- Registration as a Professional Engineer in the state of Washington or another state based on registration requirements equivalent to those in Washington, AND
- Three (3) years of experience in environmental engineering.

Special Requirements/Conditions of Employment:

- Must possess and maintain a valid driver's license.
- Registration as a Professional Engineer in the state of Washington or another state based on registration requirements equivalent to those in Washington, in good standing. Applicants qualifying through the licensing equivalency option must achieve professional registration as an engineer in the state of Washington within six months of appointment to this class.

NOTE: Individuals who are interested in applying to this position, and believe they meet licensing requirements for the State of Washington based on reciprocity, are responsible for ensuring they meet licensing requirements for the State of Washington prior to submitting their application materials. These requirements can be found at the following website:

[WA State Board of Registration for Professional Engineers and Land Surveyors: How To Get Your Professional Engineer License When Licensed in Another Jurisdiction](#).

Desired Qualifications:

- Experience or training in developing and/or implementing wastewater discharge permits.
- Experience or training in wastewater and/or stormwater treatment, including reviewing or preparing engineering documents, and operation and maintenance manuals.
- Experience or training in water quality sampling.
- Technical writing and statistical analysis of large Water Quality monitoring databases.

If you are excited about this role but not sure if your experience aligns perfectly with every qualification in the job description, **we encourage you to apply.** Studies have shown that women and people of color are less likely to apply to jobs unless they meet every single qualification. At the Department of Ecology, we are dedicated to building a diverse and authentic workplace centered in belonging. You may just be the needed candidate for this or other roles.

Supplemental Information

Ecology does not use the **E-Verify** system; therefore, we are not eligible to extend STEM Optional Practical Training (OPT). For more information, please visit www.uscis.gov.

Application Process

Ecology seeks diverse applicants: We view diversity, equity, inclusion, and respect through a broad lens including race, ethnicity, class, age, religion, sexual orientation, gender identity, immigration status, military background, language, education, life experience, physical disability, neurodiversity, and intersectional identities. Qualified job seekers from all backgrounds are encouraged to apply.

How to Apply

Click “Apply” at the top of this page. Complete the entire application, including full work history and responses to all supplemental questions, and attach:

- Cover letter, describing your interest in and qualifications for this position
- Resume

Because we base our selection on the information you provide, it is in your best interest to complete the application thoroughly. A resume will not substitute for the “work experience” section of the application or vice versa. Applications with blank fields or supplemental question responses with comments such as “see resume” may be considered incomplete.

For detailed application information, please visit our [Recruitment website](#).

Application Attestation: By submitting an application, you are affirming that the information contained in your application and on all attachments is complete and truthful. The state may verify this information, and any false or misleading answers may result in rejection of your application or dismissal if employed.

Need an Accommodation?

If you need reasonable accommodation during the application and/or screening process, including this job announcement in an alternate format:

- Please contact us at 360-407-6186 or careers@ecy.wa.gov
- If you are deaf or hard of hearing, you may call through the Washington Relay Service by dialing 711 or 1-800-833-6384.

Questions?

- For specific questions about the position location options, schedule, or duties, please contact **Monika Kannadaguli** at Monika.Kannadaguli@ecy.wa.gov
- If you need assistance applying for this job, are inquiring about the status of your application, would like to request the full position description, or have any other questions, please contact the Recruitment Team at careers@ecy.wa.gov

About the Department of Ecology

As the State of Washington's environmental protection agency, we are deeply committed to protecting, preserving, and enhancing Washington's environment for current and future generations. Joining Ecology means becoming part of a team dedicated to protecting and sustaining healthy land, air, water, and climate in harmony with a strong economy. A career in public service at Ecology allows you to help solve some of the most challenging problems facing our state, while keeping your health and financial security a priority. We combine one of the most competitive benefits packages in the nation with a strong commitment to life/work balance. We invest in our employees to create and sustain a working environment that encourages creative leadership, effective resource management, teamwork, professionalism, and accountability.

Diversity, Equity, Inclusion, and Respect (DEIR) are core values central to Ecology's work. We strive to be a workplace where we are esteemed for sharing our authentic identities, while advancing our individual professional goals and collaborating to protect, preserve, and enhance the environment for current and future generations.

We believe that DEIR is both a goal and an action. We are on a journey, honoring our shared humanity and taking steps to demonstrate our commitment to a vision where each of us is heard, seen, and valued.

Ecology employees may be eligible for the following: [Medical/Dental/Vision for employee & dependent\(s\)](#), [Public Employees Retirement System \(PERS\)](#), [Vacation, Sick, and other Leave*](#), [11 Paid Holidays per year*](#), [Public Service Loan Forgiveness](#), [Tuition Waiver](#), [Long Term Disability](#) & [Life Insurance](#), [Deferred Compensation Programs](#), [Dependent Care Assistance Program \(DCAP\)](#), [Flexible Spending Arrangement \(FSA\)](#), [Employee Assistance Program](#), [Commute Trip Reduction Incentives](#) ([Download PDF reader](#)), [Combined Fund Drive](#), [SmartHealth](#) *[Click here for more information](#)

To learn more about Ecology, please visit our [website](#), explore [Working at Ecology](#), check out our [Strategic Plan](#), and connect with us on [LinkedIn](#), [Facebook](#), [Instagram](#), [YouTube](#), or our [blog](#).

Equal Opportunity Employer: The Washington State Department of Ecology is an equal opportunity employer. We strive to create a working environment that includes and respects cultural, racial, ethnic, sexual orientation and gender identity diversity. Women, racial and ethnic minorities, persons of disability, persons over 40 years of age, veterans, military spouses or people with military status, and people of all sexual orientations and gender identities are encouraged to apply.

Collective Bargaining: This is a position covered by a bargaining unit for which the Washington Federation of State Employees (WFSE) is the exclusive representative.

Note: This recruitment may be used to fill other positions of the same job classification across the agency. Once all the position(s) from the recruitment announcement are filled, the recruitment may only be used to fill additional open positions for the next sixty (60) days.

#LI-Hybrid

Protecting, preserving, and enhancing Washington's environment.



Benefits

More than Just a Paycheck!

Employee benefits are not just about the kind of services you get, they are also about how much you may have to pay out of pocket. Washington State offers one of the most competitive benefits packages in the nation.

We understand that your life revolves around more than just your career. Like everyone, your first priority is ensuring that you and your family will maintain health and financial security. That's why choice is a key component of our benefits package. We have a selection of health and retirement plans, paid leave, staff training and other compensation benefits that you can mix and match to meet your current and future needs.

Read about our benefits:

The following information describes typical benefits available for full-time employees who are expected to work more than six months. Actual benefits may vary by appointment type or be prorated for other than full-time work (e.g. part-time); view the job posting for benefits details for job types other than full-time.

Note: If the position offers benefits which differ from the following, the job posting should include the specific benefits.

Insurance Benefits

Employees and their families are covered by medical (including vision), dental and basic life insurance. There are multiple medical plans with affordable monthly premiums that offer coverage throughout the state.

Staff are eligible to enroll each year in a medical flexible spending account which enables them to use tax-deferred dollars toward their health care expenses. Employees are also covered by basic life and long-term disability insurance, with the option to purchase additional coverage amounts.

To view premium rates, coverage choice in your area and how to enroll, please visit the [Public Employees Benefits Board \(PEBB\) website](#). The [Washington Wellness](#) program from the Health Care Authority works with PEBB to support our workplace [wellness programs](#).

[Dependent care assistance](#) allows the employee to save pre-tax dollars for a child or elder care expenses.

Other insurance coverage for auto, boat, home, and renter insurance is available through payroll deduction.

The [Washington State Employee Assistance Program](#) promotes the health and well-being of employees.

Retirement and Deferred Compensation

State Employees are members of the Washington Public Employees' Retirement System (PERS). New employees have the option of two employer contributed retirement programs. For additional information, check out the [Department of Retirement Systems](#)' web site.

Employees also have the ability to participate in the [Deferred Compensation Program \(DCP\)](#). This is a supplemental

retirement savings program (similar to an IRA) that allows you control over the amount of pre-tax salary dollars you defer as well as the flexibility to choose between multiple investment options.

Social Security

All state employees are covered by the federal [Social Security](#) and Medicare systems. The state and the employee pay an equal amount into the system.

Public Service Loan Forgiveness

If you are employed by a government or not-for-profit organization, and meet the qualifying criteria, you may be eligible to receive student loan forgiveness under the [Public Service Loan Forgiveness Program](#).

Holidays

Full-time and part-time employees are entitled to paid holidays and one paid personal holiday per calendar year.

Note: Employees who are members of certain Unions may be entitled to additional personal leave day(s), please refer to position specific [Collective Bargaining Agreements](#) for more information.

Full-time employees who work full monthly schedules qualify for holiday compensation if they are employed before the holiday and are in pay status for at least 80 nonovertime hours during the month of the holiday; or for the entire work shift preceding the holiday.

Part-time employees who are in pay status during the month of the holiday qualify for the holiday on a pro-rata basis. Compensation for holidays (including personal holiday) will be proportionate to the number of hours in pay status in the month to that required for full-time employment, excluding all holiday hours. Pay status includes hours worked and time on paid leave.

Sick Leave

Full-time employees earn eight hours of sick leave per month. Overtime eligible employees who are in pay status for less than 80 hours per month, earn a monthly proportionate to the number of hours in pay status, in the month to that required for full-time employment. Overtime exempt employees who are in pay status for less than 80 hours per month do not earn a monthly accrual of sick leave.

Sick leave accruals for part-time employees will be proportionate to the number of hours in pay status, in the month to that required for full-time employment. Pay status includes hours worked, time on paid leave and paid holiday.

Vacation (Annual Leave)

Full-time employees accrue vacation leave at the rates specified in [WAC 357-31-165](#)(1) or the applicable collective bargaining agreement (CBA). Full-time employees who are in pay status for less than 80 nonovertime hours in a month do not earn a monthly accrual of vacation leave.

Part-time employees accrue vacation leave hours in accordance with [WAC 357-31-165](#)(1) or the applicable collective bargaining agreement (CBA) on a pro rata basis. Vacation leave accrual will be proportionate to the number of hours in pay status, in the month to that required for full-time employment.

Pay status includes hours worked, time on paid leave and paid holiday.

As provided in [WAC 357-58-175](#), an employer may authorize a lump-sum accrual of vacation leave or accelerate the vacation leave accrual rate to support the recruitment and/or retention of a candidate or employee for a Washington Management Service position. Vacation leave accrual rates may only be accelerated using the rates established WAC 357-31-165.

Note: Most agencies follow the civil service rules covering leave and holidays for **exempt** employees even though there is no requirement for them to do so. However, agencies are required to adhere to the applicable RCWs pertaining holidays and leave.

Military Leave

Washington State supports members of the armed forces with 21 days paid military leave per year.

Bereavement Leave

Most employees whose family member or household member dies, or for loss of pregnancy, are entitled to five (5) days of paid bereavement leave. In addition, the employer may approve other available leave types for the purpose of bereavement leave.

Additional Leave

[Leave Sharing](#)

[Parental Leave](#)

[Family and Medical Leave Act \(FMLA\)](#)

[Leave Without Pay](#)

Please visit the [State HR Website](#) for more detailed information regarding benefits.

Updated 07-21-2025

Employer

State of Washington

Address

[View Job Posting for Agency Information](#)

[View Job Posting for Location, Washington, 98504](#)

Website

<http://www.careers.wa.gov>

Industrial Wastewater Permit Manager (Environmental Engineer 3) Supplemental Questionnaire

*QUESTION 1

How did you hear about this job?

- Community Based Organization
- Community / Technical College
- Ecology Employee
- Ecology Recruiter
- Ecology Jobs Page
- Facebook
- Job Board
- Job Fair
- LinkedIn
- Newspaper
- Other State Agency
- Other Website
- Professional Association

- Twitter
- University Job Board
- WorkSource
- Other

*QUESTION 2

If you selected Community Based Organization, Community / Technical College, Job Board, Job Fair, LinkedIn Group, Newspaper, Other State Agency, Other Website, Professional Association, University Job Board, WorkSource, or Other, please share which one.

*QUESTION 3

Have you ever worked for the Department of Ecology in any capacity including: Permanent, Non-permanent, Project, Intern, or Volunteer?

- Yes
- No

*QUESTION 4

How many years of experience do you have in environmental engineering? Please include any experience gained through employment, internships, and/or volunteer positions. Note that experience gained from academic coursework, class projects, or other degree requirements is assessed in later questions.

- One year
- Two years
- Three years
- Four years
- Five years
- Six years
- Seven or more years
- None of the above

*QUESTION 5

Please provide additional details to support your response above. The following information is needed: position title(s), specific duties, and periods of employment. Make sure your response specifically addresses the qualification above. An incomplete answer, including "please see resume" may remove you from further consideration.

*QUESTION 6

What is your level of education?

- 30-59 semester or 45-89 quarter college credits
- 60-89 semester or 90-134 quarter college credits (AA degree)
- 90-119 semester or 135-179 quarter college credits
- Bachelor's degree
- Engineer-In-Training (EIT) Certificate
- Master's degree
- Ph.D.

- None of the above

*QUESTION 7

If you have college credits or a degree, please list your major(s) or field(s) of study and any degree(s) earned. If you don't have this education, put N/A.

QUESTION 8

The State of Washington and the Department of Ecology, play a vital role in fostering a Diverse, Equitable, Inclusive, and Respectful (DEIR) workplace and contributing to equitable outcomes for the communities we serve. We view DEIR through a broad lens including: race, ethnicity, class, age, religion, sexual orientation, gender identity, immigration status, military background, language, education, life experience, physical disability, neurodiversity, and intersectional identities. We believe it is everyone's job to contribute to a DEIR workplace.

What experiences have you had working with people whose backgrounds are very different from your own? What impact did those experiences have on how you worked?

*QUESTION 9

Are you able to obtain and maintain a valid driver's license?

- Yes
 No

*QUESTION 10

I understand that Ecology does not use the E-Verify system and is unable to extend STEM Optional Practical Training (OPT).

- Yes
 No

*QUESTION 11

Are you registered as a Professional Engineer in the state of Washington, or another state with registration requirements equivalent to those in Washington?

- Yes
 No

*QUESTION 12

Please list your Professional Engineer license(s) and the state(s) they are from. If none, put N/A.

*QUESTION 13

Applicants who possess an engineering license in another state and would like to qualify using the licensing equivalency option, must achieve a PE license in the state of Washington within six months of the hire date. If you are qualifying through the equivalency option, would you be able to obtain a Washington PE License within six months of the hire date?

- Yes
 No
 Not applicable, I am already licensed in Washington.

*QUESTION 14

In 300 words or less, describe your technical writing experience, specifically in the area of environmental projects.

***QUESTION 15**

In 300 words or less, describe your field work experience for environmental projects.

* Required Question