



## JOB DESCRIPTION SENIOR ENVIRONMENTAL ENGINEER

February 17, 2026

**The Capital Area Regional Planning Commission (CARPC) is seeking a Senior Environmental Engineer to support its Water Quality Program.**

The Senior Environmental Engineer leads CARPC's efforts to pursue healthy surface and ground waters across our region in collaboration with many stakeholders, especially municipalities, land developers, and the Wisconsin Department of Natural Resources.

### Summary

This position requires initiative and skillful collaboration, with lead work responsibilities in reviewing engineering plans, wastewater facilities planning documents, and stormwater management plans for consistency with the adopted areawide water quality management plan. The Senior Environmental Engineer collects, analyzes, and communicates water resource and other natural resource data; monitors development and environmental planning activities throughout the region; and leads and/or contributes to reports and analyses related to environmental systems planning and protection for the Commission and communities within the region.

Critical to success in this role is knowledge of stormwater management design and regulations, experience in land development planning and design services, and an ability to take a balanced approach when assessing the varied interests involved with environmental and water resource protections.

### Key Responsibilities

- **Stormwater & Wastewater Planning and Plan Review**
  - Review site engineering plans and stormwater management plans, including assessing stormwater modeling and impacts to environmental resources
  - Review capacity analysis for wastewater collection and treatment systems
  - Contribute to stormwater management and infrastructure planning services for the region, which may include watershed planning services and conceptual stormwater management design and modeling
- **Environmental Analysis & Data Management**
  - Assess impacts on natural resources utilizing various datasets
  - Gather, interpret, and prepare data for Agency studies and reports
  - Maintain and perform geographic analysis on existing digital datasets

- Assist with creation of custom web mapping applications and projects for staff and partners
- **Water Quality Planning & Policy Development**
  - Work with Agency staff, engineering consultants, municipal officials, and the public to prepare updates and amendments to the areawide water quality management plan
  - Prepare recommendations, reports, and related information for decision-making purposes
  - Provide technical and professional advice on water and natural resources management, including presentation of amendments to the areawide water quality management plan to internal and external stakeholders
- **Interagency Coordination & Public Engagement**
  - Respond to inquiries from local municipal staff, engineering consultants, other public agencies, and the public
  - Coordinate Agency activities with other departments/agencies as needed
  - Represent the Agency in technical forums
  - Provide and present information to the Commission as requested or directed
- **Professional Leadership**
  - Stay abreast of trends, regulations, and developments in the field of environmental and water resource engineering
  - Take interest and contribute positively to the function of the Agency

### **Qualifications Sought**

- Bachelor's degree in Civil Engineering, Environmental Engineering, Water Resources Engineering, or a closely related engineering field, from an accredited college or university. A master's degree in a related field is a plus.
- A minimum of four years of experience in stormwater management design, civil site development design or review, and/or water quality planning. Experience with water distribution and sanitary sewer analysis/design or review is a plus.
- Technical knowledge in a range of areas including wastewater and water supply systems, hydrologic and hydraulic analysis, stormwater management, water quality and water resources management planning and engineering, and environmental resources management planning.
- Knowledge and experience in stormwater modeling programs (preferably HydroCAD, WinSLAMM, and RECARGA; other modeling proficiency is a plus).
- Experience in the use of geographical information systems (GIS) software preferred.
- Skill in data analysis and writing technical and non-technical reports and articles.
- Strong verbal and written communication skills and ability to work both independently and with internal and external stakeholders.

## **Salary & Benefits**

CARPC's Senior Environmental Engineer position has a starting salary range of \$101,966 to \$124,589.

CARPC's excellent employee benefits include employer-subsidized group health and dental plans, life and disability insurance, a retirement plan in the best-in-class Wisconsin Retirement System (WRS) with an employer match, generous paid time off, and flexibility in work hours and location.

## **Office Location: Madison, Wisconsin**

CARPC primarily serves Dane County, Wisconsin, with an [office](#) located in downtown Madison.

The Senior Environmental Engineer position requires a regular in-person presence in the Madison office, with some opportunity for remote work. The job also requires travel around Dane County and occasionally outside the county to support engagement with area stakeholders and partners.

## **About CARPC**

The Capital Area Regional Planning Commission (CARPC) is a dynamic and forward-thinking regional organization dedicated to fostering sustainable growth, protecting natural resources, and enhancing the quality of life in our region. CARPC serves as a catalyst for collaborative planning and implementation of policies and projects that benefit Dane County communities.

CARPC is an independent governmental agency established in 2007 to coordinate planning and development among municipalities in Dane County, Wisconsin. CARPC develops and promotes regional plans, provides objective information, and supports local planning efforts, primarily within Dane County and occasionally in adjacent counties. CARPC is legally responsible for two regional planning endeavors within Dane County: land use planning and areawide water quality management planning.

## **Commitment To Equity & Inclusion**

As an employer, we strive to provide a work environment where diversity of experience and perspective are valued, creativity is encouraged, continuous learning and improvement are fostered, teamwork and open/honest communication are expected, and meeting customer needs through quality service is a priority for all. All employees must demonstrate the ability to work effectively with people from different cultural and socioeconomic backgrounds, including professional counterparts, local officials, and residents. Applicants from populations traditionally underrepresented in scientific and engineering settings, including women, racial and ethnic minorities, and persons with disabilities, are especially encouraged to apply.

**Certifications:** None Required

**Licenses:** Current registration as a Professional Engineer in Wisconsin, or the ability to be licensed within 1 year of the start of employment

**Salary Range:** \$101,966 to \$124,589 annually

**FLSA Status:** Exempt

**Reports to:** Executive Director

**Physical Demands**

Frequently required to see, talk, and hear. Frequent repetitive movement of hands and fingers for typing and/or writing. Limited fieldwork may be required, necessitating standing, walking long distances, stooping, kneeling, crouching, or reaching with hands and arms. Must occasionally lift and/or move up to 20 pounds.

**Work Environment**

Work is generally performed within an office environment, with standard office equipment available. Limited fieldwork may be required, potentially resulting in exposure to outside weather conditions. Ability and means to travel on a flexible schedule as needed to attend some meetings, including some regular evening meetings; proof of liability and property damage insurance on vehicle used is required.

**Disclaimer**

This position description reflects the Agency's assignment of essential functions; and nothing herein restricts the Agency's right to assign or reassign duties and responsibilities to this position at any time.