

FIELD SCIENTIST/GEOLOGIST – REMEDIATION & WATER QUALITY (250918)

Posting Dates	September 18, 2025 – October 18, 2025
Pay Range	\$55,000 – \$65,000 annual base salary (equivalent to \$26.44 – \$31.25/hour), plus billable overtime paid at the hourly equivalent rate, and profit sharing.
Location	Mead, CO – Field-based role with hybrid flexibility when not in the field.
Education	BS in Environmental Science, Geology, Natural Resources Management, or equivalent experience. <i>Other education and work experience will be considered on a case-by-case basis.</i>
Professional Experience	0-3 years
How to Apply	Apply through Indeed posting. Cover letter is not required but is encouraged.
Position Type	Full-Time: Salaried exempt.

About Us

Confluence Compliance Companies, LLC (Confluence) is a growing team of environmental professionals based in the Rocky Mountains. We are employee-focused and committed to creating a flexible, supportive work environment that balances high-quality results with work-life balance.

At Confluence, you'll find:

- Competitive pay and benefits, including profit sharing
- A collaborative team that values adaptability and problem-solving
- Opportunities for professional growth and advancement
- A culture built on safety, communication, and continuous improvement

We thrive in changing regulatory, social, and environmental landscapes — and we're looking for motivated, adaptable professionals to grow with us.

Description

Confluence is seeking an entry-level environmental professional to support remediation and water quality projects across the Colorado Front Range and Rocky Mountains. This is a field-based position with regular travel to project sites and routine use of our Mead, CO office for vehicles, equipment, and supplies. When not in the field, employees have the option for hybrid flexibility, including office and remote work.

This role offers hands-on experience in sampling, field documentation, and contractor coordination, providing a foundation for growth into more technically challenging responsibilities. Successful

candidates are detail-oriented, adaptable, and comfortable working both independently at remote sites and in a collaborative team environment.

Responsibilities

- Execute fieldwork in accordance with project scopes of work (SOW) and safety requirements.
- Identify and mitigate hazards; maintain required safety documentation in accordance with company and client policies.
- Travel to job sites using company or personal vehicles as needed.
- Collect, package, and ship soil and water samples following established procedures.
- Document field activities, communicate deviations to project managers, and deliver records to the project team.
- Maintain and submit accurate timesheet/expense reports on a weekly basis.
- Support preparation of project figures and reports.

Requirements

- Located within commuting distance (40 miles) of Mead, Colorado, to regularly access field vehicles, equipment, and supplies.
- Valid driver's license, safe driving record, and reliable, presentable, insured personal vehicle (reimbursed at GSA mileage rate when used).
- Strong attention to detail, communication, and time-management skills.
- Proficient with Microsoft Office and Adobe Acrobat software.
- Have a home office with a reliable internet connection, conducive to remote work.
- Self-motivated and able to work independently with minimal supervision.
- Maintain auditable personal notes on work completed to backup billed project work and approved indirect time.
- Comply with all Confluence and client policies and procedures.
- Ability to lift 50 lbs, spend long hours outdoors in adverse weather conditions, and on your feet hiking or supervising field activities.

This is a safety-sensitive position which will require the following:

- *Background check with safe driving record.*
- *Drug testing (pre-employment, random, and post-incident).*

Preferred Qualifications

- Oil and gas industry experience
- Experience with the Esri suite of software products
- Commercial drone license
- HAZWOPER certification
- First Aid / CPR certification
- Remediation experience
- Technical writing experience

Confluence Compliance Companies, LLC is an equal opportunity employer.

