

PROJECT SCIENTIST/GEOLOGIST – REMEDIATION & REGULATORY COMPLIANCE (250919)

Posting Dates	September 19, 2025 – October 19, 2025
Pay Range	\$70,000 – \$80,000 annual base salary (equivalent to \$33.65 – \$38.46/hour), plus billable overtime paid at the hourly equivalent rate, and profit sharing.
Location	Mead, CO – Office-based with remote/hybrid flexibility.
Education	BS/MS 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	3 to 5 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 experienced Project Scientist/Geologist to join our Front Range team and support remediation and water quality projects across the Rocky Mountains. While based out of our Mead, CO office, this position offers flexibility for hybrid or remote work arrangements.

We are looking for an environmental professional with proven consulting experience and a strong background in regulatory compliance. In this role, you will review historical project records, analyze environmental data, and develop technical recommendations that move sites toward compliance and closure. You will also prepare and review scopes of work, manage project tracking, and draft reports, figures, and regulatory submittals for agencies and clients.

This position is ideal for professionals who thrive on technical analysis, regulatory engagement, and producing high-quality deliverables. It also provides a pathway to project leadership, offering the opportunity to apply your expertise while advancing your career in environmental consulting.

Responsibilities

- Review and interpret historical project documentation to support ongoing evaluations.
- Analyze and synthesize field and lab data into technical conclusions.
- Draft scopes of work for additional investigations or remediation activities.
- Prepare site figures, diagrams, and supporting graphics for regulatory/client review.
- Compile and review technical reports and regulatory forms for submission.
- Maintain project tracking databases and coordinate reporting deadlines.
- Communicate effectively with project managers, clients, and regulatory agencies.

Requirements

- Bachelor's degree in Environmental Science, Geology, Natural Resources, or related field.
- 3 to 5 years of environmental consulting, remediation, or regulatory compliance experience.
- Strong technical writing and data analysis skills.
- Highly organized, detail-oriented, and able to manage multiple projects simultaneously.
- Demonstrated experience preparing and reviewing regulatory submittals and navigating state or federal environmental processes.
- 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.
- Must pass a background check.

Preferred Qualifications

- Experience in oil and gas & environmental consulting industries
- Remediation and water quality experience
- Demonstrated experience with ECMC regulations and reporting requirements
- Experience preparing or reviewing Form 19/27s (ECMC)
- Technical writing experience with regulatory deliverables
- Experience with the Esri suite of software products
- Familiarity with state environmental databases and data management systems

Confluence Compliance Companies, LLC is an equal opportunity employer.

