

RECLAMATION & NATURAL RESOURCES SPECIALIST (250923)

Posting Dates	September 23, 2025 – October 23, 2025
Pay Range	\$65,000 – \$80,000 annual base salary (equivalent to \$31.25 – \$38.46/hour), plus billable overtime paid at the hourly equivalent rate, and profit sharing.
Location	Mead, CO – Office and Field with remote/hybrid flexibility.
Education	BS in Biology, Environmental Science, Natural Resources Management, or equivalent experience.
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 a Reclamation & Natural Resources Specialist to join our Front Range team, supporting reclamation and compliance projects across Colorado and the Rocky Mountains. This is a field- and office-based role that involves regular travel to project sites for field data collection and consultation, as well as technical analysis and reporting from our Mead, Colorado, office (with hybrid flexibility when not in the field).

In this role, you will conduct site evaluations, assess vegetation and reclamation progress, consult with client and regulator representatives, and collect the documentation necessary to support regulatory compliance and site closure. You will also draft reclamation plans and related documents, coordinate with internal/external project managers and operators, and prepare technical reports, figures, and submittals for clients and agencies.

This position offers the opportunity to combine field ecology with regulatory strategy, advancing real-world reclamation projects across Colorado and the larger Rocky Mountain Region.

Responsibilities

- Analyze data, prepare reports of findings, and make recommendations for successful reclamation planning and site maintenance.
- Conduct field assessments of vegetation, soils, hydrologic conditions, and reclamation progress to evaluate site conditions and trajectory.
- Perform site-level environmental impact assessments and prepare supporting documentation.
- Compile findings and recommended next steps into clear reports, figures, and compliance records for client and regulatory review.
- Support project delivery through data management, tracking, and reporting.
- Communicate clearly and effectively with project managers, clients, contractors, and regulatory agencies.
- Comply with project management records keeping and communication policies to support team objectives.

Requirements

- Bachelor's degree in Environmental Science, Ecology, Biology, Horticulture, Natural Resources, Soil Science, or related field.
- 3–5 years of experience in reclamation, restoration, regulatory compliance, or environmental consulting.
- Demonstrated technical writing and reporting skills, with experience drafting regulatory compliance documents.
- Demonstrated competency with vegetation monitoring methods, soil sampling, and hydrologic assessments.
- Highly organized, detail-oriented, and able to manage multiple projects independently and collaboratively.
- Proficiency in Microsoft Office and Adobe Acrobat software.
- Valid driver's license, safe driving record, and reliable, insured vehicle (company vehicles provided when available; personal use reimbursed at General Services Administration [GSA] mileage rates).
- Ability to work outdoors in variable weather and terrain, lift up to 50 pounds, and travel regularly to field sites.
- Have a home office with a reliable internet connection, conducive to remote work.
- 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.
- ***This is a safety-sensitive position which will require the following:***
 - *Background check.*
 - *Drug testing (pre-employment, random, and post-incident)*



Preferred Qualifications

- Experience with Colorado Energy & Carbon Management Commission (ECMC), Wyoming Oil & Gas Conservation Commission (WOGCC), and Bureau of Land Management (BLM) regulatory environments.
- Experience with the National Environmental Policy Act (NEPA), Endangered Species Act (ESA), Clean Water Act (CWA), and other applicable federal and state regulatory frameworks.
- Oil and gas industry experience, especially related to reclamation and orphaned well and facility decommissioning best practices.
- Hands-on experience with reclamation, remediation, and vegetation monitoring.
- Wetlands delineation certification.
- Familiarity with stormwater management practices and reclamation planning.
- Proficiency with Geographic Information System (GIS) software (Esri suite) and environmental data management systems.
- Federal Aviation Administration (FAA) Part 107 Commercial Drone License.
- Hazardous Waste Operations and Emergency Response (HAZWOPER) 40-hour certification.
- First Aid / Cardio-pulmonary Resuscitation (CPR) certification.

Confluence Compliance Companies, LLC is an equal opportunity employer and verifies employment eligibility for new employees through the E-Verify system.

