



Senior Water Resources Engineer / Project Manager

About Redfish Engineering

Redfish Engineering is a growing, five-person engineering firm focused on water resources and natural infrastructure across New England, New York, and the northern tier of Pennsylvania. Our work includes stream restoration and bio-engineered streambank stabilization, stream crossings, flood risk management, dam safety and removal, and fish passage for nonprofit environmental organizations, state and federal resource agencies, municipalities, other engineering firms, lake associations, and other private clients.

Why Engineers Join Redfish

Staff at Redfish stay close to the work: you will talk directly with clients, regulators, and communities; shape and scope your own projects; and stay involved from early planning through design and into construction. Decisions are made by the people closest to the work, with hands-on, engaged principal staff available for guidance and technical input. A few other reasons engineers choose Redfish:

- **Meaningful, varied work.** No two projects are alike, and most improve public safety and benefit ecosystems. Recent work includes culvert replacements, removal of a high-hazard dam with natural sediment release, and a floodplain bench to lower flood levels up to three feet in a rural community.
- **A sustainable pace.** Comp time for overtime, part-time schedules, limited overnight travel, and paid holidays, including Christmas Eve through New Year's Day.
- **Competitive pay.** \$100,000 to \$150,000 plus annual bonuses and strong benefits (details below).
- **Room to grow.** Opportunities to take on leadership and challenging projects as the firm grows.

Position Overview

We are seeking an experienced engineer who can step in quickly and independently lead projects. While the role is independent, it is not standalone; you will work closely with the Redfish team on technical review and quality. We strongly prefer candidates in or near the Catskills or Southern Tier who can lead our New York projects but will consider applicants elsewhere in Redfish's service area, especially near our Burlington, VT, or Scarborough, ME, offices.

As a benchmark, we are looking for someone working at roughly an ASCE Grade IV or V level. Strong Grade III candidates ready for more responsibility, and Grade VI candidates who want a more hands-on role, are also encouraged to apply ([ASCE's Guidelines for Engineering Grades](#)).

Position Responsibilities

- Independently lead and manage projects or major project components from initial scoping through design, permitting, bidding, and construction support
- Develop and implement technical approaches for assigned work
- Prepare and oversee analyses, design calculations, models, plans, specifications, and reports
- Serve as Engineer-of-Record for appropriate projects
- Coordinate and communicate directly with clients, stakeholders, and regulatory agencies
- Support and lead field work, including site assessments, data collection, and construction support
- Contribute to business development, including identifying new opportunities, supporting client relationships, and contributing to proposal development (technical approach, scope, and budget)
- Support and mentor junior staff as the team grows
- Day travel and limited overnight travel (estimated at less than ten nights per year)



Core Technical Experience

Candidates are expected to demonstrate experience in one or more of the following areas:

- Form- or process-based stream restoration, large wood design, and/or applied geomorphology
- Dam removal, including sediment management
- Flood risk management and advanced hydrologic and hydraulic modeling including unsteady flow analyses and two-dimensional modeling using HEC-RAS
- Geotechnical or structural design of dams, fishways, bridges, and/or other hydraulic structures

Minimum Qualifications

- Ability and demonstrated experience to meet the position responsibilities, generally anticipated to require 7 or more years of relevant experience in one or more of the core technical areas above
- Professional Engineer (PE) license in New York, or ability to obtain within one year
- Demonstrated track record of independently managing projects or major tasks, including scope, schedule, budget, and client communication
- Strong written and verbal communication skills
- Ability to support field work and construction activities, including site visits and handling field equipment in varying terrain and weather conditions

Preferred Qualifications

- Ten or more years of relevant experience in water resources
- Relevant Master's degree or professional short-course work
- Experience developing proposals, scopes, and fees
- Experience with New York environmental, floodplain, and dam safety regulations and permitting
- Experience with AutoCAD Civil3D

Compensation and Benefits

- Salary range: \$100,000 to \$150,000, dependent on location and experience
- Opportunities for part-time work schedule
- Balanced work/life schedule with compensation time available for overtime hours
- Annual bonuses commensurate with company financial performance
- Support for relevant conference attendance, PE license maintenance, and training
- Employer health insurance contribution (at least full coverage for employee)
- Employer-paid dental insurance
- Employer 401(k) match of up to four percent of annual salary
- Employer-paid long-term disability insurance
- Employer-paid participation in paid family and medical leave programs
- 12 paid holidays (Memorial Day, Independence Day, Labor Day, Thanksgiving and following day, and Christmas Eve through New Year's Day)
- 18+ days paid time off

To Apply

Please e-mail a current resume to hr@redfisheng.com. Cover letters are encouraged. Referrals are welcome, too, with bonuses available for Redfish staff and non-Redfish staff upon accepted offers of employment.