



## Career Opportunity: Senior Water Resources Engineer

### About Redfish Engineering

Redfish Engineering is a professional 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, flood risk management, dam safety and removal, and fish passage, with a focus on solutions that improve ecosystem function, reduce risk, and support resilient communities. Clients choose Redfish for our team's strong communication, responsiveness, and practical solutions grounded in hands-on experience and a clear understanding of what matters most to our clients and their projects.

Redfish's projects are collaborative by nature, with engineers directly communicating with clients and stakeholders to help define problems, develop scopes, and deliver solutions that meet project goals and community needs. Decisions are made by staff closely involved in the work, and Redfish's organizational structure reflects that. As a small firm, our team contributes across all phases of project delivery, remaining engaged from early planning through design and into construction. This includes regular involvement in field work, site assessments, and construction support, allowing engineers to stay closely connected to both the technical work and to the communities and clients our projects serve.

### Position Overview

Redfish Engineering is seeking an experienced engineer to independently lead and manage stream restoration, dam safety, dam removal, and flood risk management projects across New York State. The preferred location for this position is in or proximate to New York's Catskills or Southern Tier; candidates located elsewhere in New York or within New England will also be considered.

This position is intended for candidates operating at approximately an ASCE Grade IV or Grade V level. Candidates operating at an ASCE Grade III level with demonstrated readiness for increased responsibility will also be considered, as will candidates operating at a Grade VI level who are interested in a more hands-on project delivery role. [ASCE's Guidelines for Engineering Grades can be accessed here.](#)

The selected candidate will be expected to take ownership of assigned work; develop technical approaches and scopes; prepare complete analyses, design packages, and reports; and coordinate with clients and regulatory agencies, with periodic internal review and discussion. While the role requires a high degree of independence, it is not a standalone position and the candidate will work closely with and be supported by the broader Redfish team to ensure technical quality, consistency, and successful project delivery.

### 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, or other hydraulic structures

## Minimum Qualifications

- 5 to 10 years of relevant experience in one or more of the core technical areas listed above
- Professional Engineer (PE) license in New York, or ability to obtain within six months
- Demonstrated ability to independently lead technical tasks or projects
- 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
- Project management experience including scoping
- 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
- 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 New York or Maine 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)
- 15+ days paid time off

## To Apply

Please e-mail a current resume to [hr@redfisheng.com](mailto:hr@redfisheng.com). Cover letters are encouraged.