



EMPLOYMENT OPPORTUNITY

June 2026

Associate or Senior Environmental Engineer

About EOA

EOA is a small multi-disciplinary environmental consulting firm that specializes in water quality stewardship. We combine sound science and engineering with regulatory expertise, collaborative problem-solving skills and public policy savvy to deliver cost-effective, innovative and practical solutions to today's water quality challenges. For 40 years we have helped a wide range of public agencies, private businesses, and other organizations in the San Francisco Bay Area and throughout California to protect, restore and enhance the water environment, while complying with State and Federal environmental regulations.

We have an exceptional technical staff of roughly 30 engineers, scientists, and planners, most with advanced technical degrees and over 10 years of consulting experience that have led the development and implementation of award-winning water quality control and monitoring and assessment programs, and successfully conducted studies and policy-initiatives designed to protect and restore water quality and fish and wildlife populations in California. With a focus on public agency assistance, we've created and assisted cities and counties in managing the impacts of stormwater and wastewater on local creeks, rivers, estuaries and the Pacific Ocean. We've also provided invaluable services to resource managers by conducting risk assessments and identifying pollutant control programs and watershed management actions needed to evaluate practical solutions to challenging water quality problems.

Position Summary

EOA is seeking a licensed **Associate or Senior Environmental Engineer** who will work out of our Berkeley or Sunnyvale office (or hybrid remote and office) and support our green stormwater infrastructure (GSI) service area. This position is ideal for a California-licensed Engineer or Engineer-in-Training (EIT) who has stormwater, drainage, grading, and GSI experience and is interested in applying those skills in a collaborative, mission-driven consulting environment. The right candidate will bring both technical expertise and a willingness to work across disciplines, helping translate engineering requirements into practical stormwater management solutions. The position will support projects at a variety of scales, including conducting site-level design review staff; supporting regional planning, GSI feasibility analysis and implementation, and watershed analyses; and supporting regional training, internal mentoring, and regional guidance development. The Associate/Senior Engineer will work collaboratively with industry-leading scientists and engineers, most with advanced degrees and over 20 years of experience.

Responsibilities

This position includes conducting tasks and projects in the field and in the office. Responsibilities include, but are not limited to, the following:

- Conduct stormwater engineering design reviews for projects involving stormwater treatment, including GSI and low impact development (LID) treatment systems.



- Prepare and review technical calculations, stormwater reports, design narratives, and permitting materials.
- Review construction related documents, reports and plan sheets for compliance with stormwater requirements.
- Support California stormwater permitting processes and ensure project work aligns with applicable regulatory requirements.
- Help communicate technical stormwater concepts to both technical and non-technical audiences.
- Write and review technical reports and memoranda, and develop and present materials to clients, regulators, the general public, and professional conferences.
- Support proposal, grant, report, and project development.
- Present information to local agencies, regulatory agencies, and/or community members on analyses, plans, and specific projects (e.g., public workshops/hearings, regulatory agency meetings, and city council meetings).
- Other stormwater management and water resource engineering-related tasks.

Required Qualifications

Minimum qualifications for this position include:

- An active California Professional Engineer (PE) license or Engineer-in-Training (EIT) certification.
- Bachelor of Science (BS) degree in Civil or Environmental Engineering.
- At least 5 years of engineering-related experience.
- Experience in designing, managing, or reviewing stormwater treatment projects, including GSI and LID.
- Ability to manage multiple projects and priorities at one time.
- Strong written and verbal communication skills.
- Ability to work collaboratively with clients and team members who may not have an engineering background.
- Experience with technical writing and the ability to effectively communicate technical information to technical and non-technical audiences.
- Experience in using Microsoft Office applications, especially Word, Power Point, and Excel.
- Experience in successfully developing and giving presentations at meetings and conferences that communicate technical results and conclusions.
- A valid California driver's license and the willingness and ability to conduct field inspections of GSI/LID projects.



Desired Qualifications

Additional qualifications for this position that are not required, but would be helpful include:

- A master's degree in civil or environmental engineering, with a water resources concentration.
- Experience designing stormwater treatment systems.
- Experience in developing stormwater management, GSI, and/or related planning projects or programs.
- Experience in developing and interpreting hydrologic/hydraulic models.
- Experience using Geographic Information System (GIS) or Computer-Aided Design (CAD) software.
- Experience working with cloud-based data management systems.
- Cost estimating experience at various project phases.

What Success Looks Like

- Within the first month, you will begin learning EOA's systems, project types, internal platforms, and approaches. You will start assisting with reviews of stormwater treatment projects.
- Within the first three months, you will be contributing to multiple technical stormwater projects, understanding our project partners and clients, and beginning to conduct technical reviews of stormwater treatment projects.
- Within six months, you will be able to conduct technical stormwater design reviews, collaborate across hubs and disciplines, support QA/QC, contribute to other projects, and help strengthen EOA's stormwater engineering capacity.

Authorization to Work

Candidates must be legally authorized to work in the United States. EOA is not currently able to provide visa sponsorship for this position.

Classifications & Base Salary/Compensation

- Applicable Classifications – Associate Engineer III or Senior Engineer I
- Base Salary Range - \$90,000 to \$130,000 per year

Benefits

EOA provides employees with great benefits and a comfortable and supportive work environment, and we recognize the need for a work/life balance. Our highly competitive benefits package includes:



- Medical
- Dental
- Flexible Spending Account
- 401K retirement plan
- Profit Sharing
- Paid Time Off (Vacation and Sick Time)
- Paid Holidays
- Life Insurance
- Long and Short-Term Disability Insurance
- Workers' Compensation Insurance
- Annual Professional Development

Professional Development Support

EOA is committed to continuing our employees' professional development. We actively support professional development through participation in professional associations, encourage staff to present findings at industry conferences, and give staff the opportunity to attend short courses, conferences and workshops via their annual professional development stipend.

Equal Employment Opportunity

EOA, Inc. is an Equal Opportunity Employer and Prohibits Discrimination and Harassment of any kind. EOA is committed to the principle of equal employment opportunity for all employees and to providing employees with a work environment free of discrimination and harassment. All employment decisions at EOA are based on business needs, job requirements and individual qualifications, without regard to race, color, religion or belief, family or parental status, or any other status protected by the laws or regulations in the locations where we operate. EOA will not tolerate discrimination or harassment based on any of these characteristics. EOA encourages applicants of all ages.

How to Apply

To apply to this position, please submit a resume and cover letter by e-mail to:

EOA, Inc.
3214 College Avenue
Berkeley, CA 94704
careers@eoainc.com

For additional information on EOA, please visit www.eoainc.com.