

A Message from DEQ's Director

Dear Environmental Professional:

Would you like a challenging, rewarding, and fun career? Are you passionate about protecting Idaho's natural resources? Would you like to make a difference in the world around you?



Then a career with the Idaho Department of Environmental Quality may be for you! DEQ's mission is *to protect human health and preserve the quality of Idaho's air, land, and water for use and enjoyment today and in the future.* We are seeking motivated, dedicated, and talented professionals who can help further our mission.

DEQ is a great place to put your environmental knowledge, skills, and interests to work on behalf of Idaho's natural resources. If you are ready for a challenging, rewarding, and fun career, then we encourage you to apply for a position with DEQ.

John Tippets
DEQ Director

Why Join DEQ?

- Generous compensation plan, including competitive salaries, immediate leave accrual and paid holidays, and comprehensive health, vision, dental, and life insurance plans
- Flexible spending accounts and employer contributions to retirement savings plans
- Career development programs
- Flexible schedules and telecommuting opportunities
- Professional workplace with peers committed to protecting Idaho's environment

For More Information

Idaho Department of Environmental Quality
Human Resource Office
1410 N. Hilton
Boise, ID 83706
E-mail: DEQ.recruitment@deq.idaho.gov
Phone: (208) 373-0333

DEQ Web Resources

What Does DEQ Do?

www.deq.idaho.gov/about-deq

Benefits Overview

www.employee.idaho.gov/

How to Apply for a Job with DEQ

Access job descriptions and current job openings on DEQ's website at www.deq.idaho.gov/working-at-deq

Is an Environmental Career in Your Future?



Join
DEQ's Team
of Dedicated
Environmental
Professionals



Idaho Department of
Environmental Quality
www.deq.idaho.gov



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DEQ employs a broad range of environmental professionals, ranging from analysts to scientists to engineers. DEQ also hires accounting, information technology, education and public outreach, human resources, and other administrative professionals to support core programs.

The DEQ Analyst

DEQ analysts research, develop, implement, manage, and evaluate programs designed to protect Idaho's air, water, and land resources. Positions range from the entry-level analyst 1 to the statewide program manager Analyst 5 level. The majority of analyst positions are in the journey-level 3 category.



Depending on level, typical duties may include the following:

- Gathering and compiling data
- Preparing technical reports and policy papers
- Providing technical assistance on environmental rules and regulations
- Conducting inspections of regulated facilities
- Recommending and monitoring budgets
- Reviewing and authorizing complex permits

Minimum qualifications for the analyst series require a bachelor's or master's degree in the physical or biological sciences or an education/experience equivalency, *plus* up to eight years' professional experience.

| Level | Pay Grade | Salary Range |
|-----------|-----------|-------------------|
| Analyst 1 | J | \$15.41 - \$27.51 |
| Analyst 2 | L | \$19.48 - \$34.79 |
| Analyst 3 | M | \$22.02 - \$39.33 |
| Analyst 4 | N | \$24.33 - \$43.45 |
| Analyst 5 | P | \$28.83 - \$51.49 |

The DEQ Scientist



DEQ scientists apply their knowledge of scientific principles, techniques, and theories to plan, design, and conduct scientific projects. Positions range from the entry-level Scientist 1 to the expert Scientist 5 level. Depending on level, typical duties may include the

following:

Researching and analyzing scientific data and preparing reports

- Interpreting test results and comparing with determined standards and limits
- Developing technical scientific management guidelines
- Performing peer review of scientific projects, studies, or applications and making recommendations
- Planning and implementing components of scientific programs

Minimum qualifications for the Scientist series require a bachelor's degree in the physical or biological sciences and up to eight years' professional experience, a master's degree in the sciences and up to five years' professional experience, or a doctor of philosophy and up to three years professional experience.

| Level | Pay Grade | Salary Range |
|-------------|-----------|-------------------|
| Scientist 1 | J | \$15.41 - \$27.51 |
| Scientist 2 | L | \$19.48 - \$34.79 |
| Scientist 3 | M | \$22.02 - \$39.33 |
| Scientist 4 | N | \$24.33 - \$43.45 |
| Scientist 5 | O | \$26.37 - \$47.09 |

Real success is finding your lifework in the work that you love. – David McCullough, Historian and Author

The DEQ Engineer

Engineers are in great demand at DEQ. Work involves air and water quality, wastewater, public drinking water, and solid waste control systems. The engineer career path progresses from the Engineer-In-Training (EIT) level to the journey-level Staff Engineer. Advanced positions provide a managerial or technical alternative. Depending on level, typical duties may include the following:

- Analyzing engineering data, interpreting plans and specs, and making technical decisions
- Analyzing pollutant outputs and preparing environmental permits for complex systems
- Performing field work and inspections to determine compliance with standards and environmental permits
- Providing technical assistance to industry on the application and interpretation of engineering standards

Entry-level engineering positions require certification as an EIT by the Idaho Board of Professional Engineers or another



accredited jurisdiction or a combination of education and verification of passing the Fundamentals of Engineering exam. Journey-level staff engineer positions require licensure as a PE and engineering experience.

| Level | Pay Grade | Salary Range |
|-----------------------|-----------|-------------------|
| Engineer-In Training | J | \$15.41 - \$27.51 |
| Engineer Associate | L | \$19.48 - \$34.79 |
| Staff Engineer | M | \$22.02 - \$39.33 |
| Engineer, Technical 1 | N | \$24.33 - \$43.45 |
| Engineer, Technical 2 | O | \$26.37 - \$47.09 |
| Engineer, Manager 1 | O | \$26.37 - \$47.09 |
| Engineer, Manager 2 | P | \$28.83 - \$51.49 |