



Qualified SWPPP Developer (QSD)

Employment Type: Full-time

Location: Ukiah, California

Compensation: \$80k - \$130k annually

About NCRM

NCRM, Inc. is a land and resource management consulting firm with offices in Ukiah and Eureka, California. For more than four decades, we have provided professional services throughout Northern California in forestry, carbon management, conservation planning, utility management, stormwater compliance, land use planning, water rights, GIS, wildlife biology, botany, and arboriculture.

Our diverse client base includes private timberland and agricultural landowners, utility companies, municipalities, state and federal agencies, and conservation organizations.

Position Overview

NCRM is seeking an experienced Qualified SWPPP Developer (QSD) to join our professional team. The ideal candidate will have a successful track record working independently on stormwater compliance projects, preparing technical documents, advising clients, and supporting field teams with practical, site-specific solutions.

Responsibilities

- Prepare and review Storm Water Pollution Prevention Plans (SWPPPs) and Water Pollution Control Programs (WPCPs) using Caltrans and CASQA formats.
- Prepare Water Pollution Control Drawings using GIS.
- Work with an established team of Qualified SWPPP Practitioners (QSPs) to complete required stormwater inspections, including field sampling and analysis with handheld meters.
- Maintain organized inspection notes and prepare clear, timely reports.

- Prepare and submit project information through SMARTS.
- Provide technical expertise on site-specific Best Management Practice (BMP) recommendations and practical field solutions.
- Communicate with contractors, agencies, clients, and other consultants.
- Travel to job sites and work outdoors in varying weather conditions, generally within two hours of NCRM offices, with occasional travel up to four hours.
- Work occasional extended days, nights, or weekends as project needs require.

Required Qualifications

- Strong writing, editing, organization, and communication skills.
- Ability to read and interpret construction plans and specifications.
- Ability to manage multiple projects, including transportation infrastructure, development projects, and time-sensitive emergency work.
- Working knowledge of the 2022 Construction General Permit (CGP).
- Ability to perform SWPPP risk calculations, post-construction water balance calculations, and RUSLE2 analysis for TMDL compliance.
- Working knowledge of the Water Board's SMARTS system.
- General knowledge of California environmental regulations.
- Ability to use ArcGIS.
- Proficiency with Microsoft Word, Microsoft Excel, and Adobe Acrobat.
- Knowledge of common stormwater sampling protocols.
- Ability to work safely and comfortably on active job sites, including around heavy equipment and highway traffic.

Preferred Qualifications

- Knowledge of the Industrial General Permit and QISP certification.
- Knowledge of Fish and Game Code requirements and ability to prepare Lake and Streambed Alteration Notifications through EPIMS.
- Ability to prepare notices of intent for 401 Water Quality Certifications.
- Knowledge of water rights regulations.
- Ability to review bid packages and develop cost estimates and proposals.

Certificates, Licenses, and Registrations

- Qualified SWPPP Developer (QSD) certification.
- Caltrans Water Pollution Control Manager (WPCM) certification.
- Valid California driver's license and clean driving record.

Experience

Five or more years of relevant stormwater compliance, construction, environmental consulting, or related experience is preferred.

Compensation and Benefits

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NCRM offers a competitive salary and comprehensive benefits package, including:

- Paid vacation
- Paid holidays
- Profit sharing bonus
- 401(k) retirement plan
- **Company -paid** medical, dental, and vision insurance, HSA
- Group life insurance
- Continuing education and professional development assistance

NCRM is an equal opportunity employer.

To Apply: Please send a cover letter, resume, and three professional references with contact information by email to Heidi McKeown at hmckeown@ncrm.com.