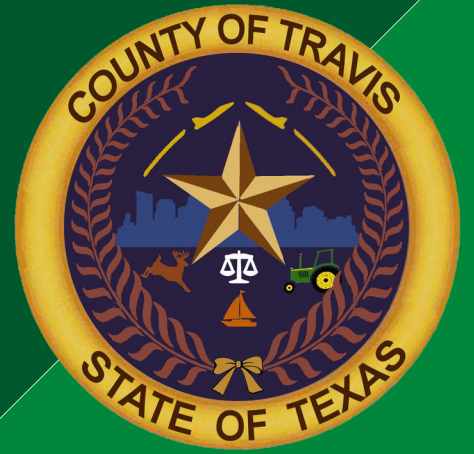


TRAVIS COUNTY, TEXAS

Hydrogeologist Sr.



Travis County's Transportation and Natural Resources (TNR) department is seeking to fill the Hydrogeologist Sr. position. ***This position is eligible for a remote/hybrid work schedule!***

Ready to put your hydrogeology expertise to work where it truly matters? Travis County's Transportation and Natural Resources (TNR) Department is on the hunt for a Senior Hydrogeologist to join our Environmental Quality Division team of professionals. We are a collaborative, forward-thinking department using science, innovation, and smart policy to protect the county's water resources and natural environment.

This hybrid/remote-eligible role offers the rare chance to shape groundwater management at a meaningful scale while enjoying an outstanding benefits package: comprehensive medical, dental, and vision coverage; generous paid leave; a robust retirement plan; and access to a free employee and dependent health clinic. If you're excited by impactful work, big-picture thinking, and a team that values both rigor and creativity, this could be your next great career move.

Travis County's Environmental Quality Program is located within the Transportation and Natural Resources Department. The Environmental Quality Program is responsible for implementing Commissioners Court-adopted policies to:

- Maintain and enhance water quality
- Reduce water pollution associated with land development
- Eliminate industrial waste from our waterways and aquifers
- Conserve water, natural resources, and materials through source reduction, reuse, recovery & recycling
- Reduce our operational and community carbon footprint
- Facilitate safe and proper solid waste management in Travis County
- Reduce air pollution to levels safe for the public
- Safeguard groundwater resources and ensure their protection, sustainability, and responsible use



Job Summary

As the Regulatory and Development Review Lead, you will take the lead on groundwater-related permitting, evaluating water availability studies, hydrogeologic reports, and MGO applications, while ensuring compliance with county codes and guiding sustainable land development. You will serve as a key liaison with Development Services, groundwater conservation districts, and external regulatory partners, providing expert guidance on groundwater policy, streamlining permitting processes, and addressing technical questions from developers and stakeholders.

This role offers the opportunity to dive deep into cutting-edge hydrogeologic analyses and complex projects that directly inform environmental and development decisions across Travis County. Working alongside another hydrogeologist, you will form the backbone of the county's groundwater team, sharing expertise, coordinating strategy, and delivering unified recommendations to the Assistant Director. You will lead team-based initiatives including regular strategy meetings, shared data dashboards, cross-training, and an annual Commissioners Court presentation highlighting program accomplishments and future priorities. You will also champion outreach and educational programs for schools and the development community, oversee special projects related to karst resources in the Balcones Canyonlands Preserve, and provide technical guidance on field studies.

If you are passionate about groundwater science and management, this is your opportunity to shape the future of Travis County's groundwater resources and ensure their protection, sustainability, and responsible use for generations to come.

Travis County Environmental Quality Program Mission

We are committed to a sustainable and equitable future by providing an array of environmental services for the Travis County community through monitoring, education, collaboration, and enforcement.

Our Culture: We value a culture that includes honesty, integrity, transparency, and respect. We support each other, collaborate, keep each other motivated, communicate, hold one another accountable, and have fun!



What additional responsibilities will you be expected to do in this role?

- Reviews hydrogeological and environmental data related to groundwater availability for development projects. Functions as groundwater expert. Reviews, approves, and makes recommendations for groundwater availability certifications for development permits. Interprets county groundwater availability regulations. Analyzes proposals for rule compliance. Interprets county groundwater availability regulations for consultants, county departments and the general public. Maintains licensing as a Professional Geoscientist.
- Acts as liaison to groundwater conservation districts and other jurisdictions engaged in groundwater issues as needed. Collaborates with City, County, State, and outside entities on groundwater issues.
- Provides expert groundwater advice and policy recommendations to the Commissioners Court, Transportation and Natural Resources Department, other departments, and the general public. Analyzes groundwater studies, pending legislation, and groundwater rules. Reviews current literature and scientific groundwater reports to maintain expert knowledge. Develops budget requests in support of program goals.
- Supervises support staff as needed.

In addition, the ideal candidate will have the ability to successfully manage competing demands and priorities, empower and motivate diverse teams with varying skill sets, all while striving to deliver services in an efficient, and quality manner.





The Ideal Candidate . . .

- Has strong customer service skills
- Has experience reviewing the work of others
- Is an effective communicator
- Is a relationship builder
- Is results-oriented
- Is timely
- Is collaborative
- Is objective
- Is resilient



Minimum Qualifications

Bachelor's degree in Hydrogeology, Geology, Hydrology, Environmental Science or closely related field AND four (4) years directly related, increasingly responsible professional hydrogeological experience, including two (2) years of lead, supervisory or project management experience; OR, any combination of education and experience that has been achieved and is equivalent to the stated education and experience and required knowledge, skills, and abilities sufficient to successfully perform the duties and responsibilities of this job. Candidates must be licensed to practice as a Professional Geoscientist in the State of Texas. If licensed in another state, must acquire license reciprocity in the State of Texas within six (6) months of date of hire. ***The County would also prefer an ARCSA Accredited Professional.***



Compensation and Benefits

The approved salary range for this position is **\$90,000 - \$110,000**, and is commensurate with the qualifications and experience of the selected candidate. Travis County offers a full array of health and welfare benefits, including medical, dental, vision, life, and disability insurance, as well as an onsite health clinic available at no cost to employees and dependents enrolled in Travis County health insurance.

The county also offers a retirement plan in the Texas County & District Retirement System (TCDRS) with a 2.25:1 match (\$2.25 for every \$1 an employee deposits), and an 8-year vesting schedule. Travis County now provides 12 weeks of Paid Parental Leave! This position is eligible for a remote/hybrid work schedule! ***Travis County prides itself on offering opportunities of advancement for current employees as well.***

For more information on employee benefits, visit the County's benefits page:
<https://www.traviscountytexas.gov/human-resources/jobs/benefits>.

Application Process

The final filing date is Friday, March 6, 2026. To be considered, submit a cover letter, list of work-related references (who will **not** be contacted without prior notice), and a resume that reflects the size of staff and budgets you have managed. Your resume should indicate both months **and** years of beginning/ending dates of positions held. To apply visit: <https://www.cpshr.us/recruitment/2583>

For additional information about this position please contact:

CPS HR CONSULTING
Your Trusted HR Advisor For 40 Years

KYLIE WILSON
Principal HR Consultant
Email: kwilson@cpshr.us
Website: www.cpshr.us

Resumes will be reviewed by the consultant and sent to the county for further consideration. Candidates deemed to have the most relevant qualifications will be invited to interview with the county. A comprehensive reference and background check will be performed on final candidate.