



The Minnesota Board of Water and Soil Resources (BWSR) is the state of Minnesota's soil and water conservation agency. BWSR works with partners to prevent sediment and nutrients from entering our lakes, rivers, and streams; enhance fish and wildlife habitat; improve soil health and protect wetlands. The 20-member board consists of representatives of local and state government agencies and citizens.

## Job Details

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### **Working Title: Engineering Technician Job Class: Engineering Specialist Agency: Water & Soil Resources Board**

- **Job ID:** 86476
- **Location:** St. Paul; Mankato
- **Hybrid Eligible:** Yes
- **Full/Part Time:** Full-Time
- **Regular/Temporary:** Unlimited
- **Who May Apply:** Open to all qualified job seekers
- **Date Posted:** 05/29/2025
- **Closing Date:** 07/07/2025
- **Hiring Agency/Seniority Unit:** Water & Soil Resources Board / Water & Soil Resources Board-MGEC
- **Division/Unit:** BWSR HR / Engineering
- **Work Shift/Work Hours:** Not Applicable Shift
- **Days of Work:** Monday - Friday
- **Travel Required:** Yes Est 50%
- **Salary Range:** \$31.11 - \$45.98 / hourly; \$64,957 - \$96,006 / annually
- **Classified Status:** Classified
- **Bargaining Unit/Union:** 212 - MN Govt Engineers Council/Engineers
- **Last Incumbent:** Yrjo, Mark; Cabak, Mitchell
- **Supervisor Name:** Terry Ragan
- **FLSA Status:** Nonexempt
- [Designated in Connect 700 Program for Applicants with Disabilities:](#) Yes

### **The work you'll do is more than just a job.**

At the State of Minnesota, employees play a critical role in developing policies, providing essential services, and working to improve the well-being and quality of life for all Minnesotans. The State of Minnesota is committed to equity and inclusion, and invests in employees by providing benefits, support resources, and training and development opportunities.

## Job Summary

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***\*This posting will be used to fill up to 2 positions, one in Mankato and the 2nd in St. Paul. Each position is located in the assigned region and requires frequent day time travel.***

***\*\*For more details on this position, please visit the [BWSR Careers](#) site for the position description.***

The position exists to perform conservation engineering technician work for investigation, design, and construction supervision of conservation practices for soil erosion control, water quality protection and fish and wildlife habitat restoration with an emphasis on restoration of drained and degraded wetlands and shallow lakes.

The incumbent serves as an engineering technician providing project management and technical assistance to a wide range of civil and agricultural engineering projects across a specified geographical region, all under the direction of a professional engineer or lead senior/principal engineering technician, as assigned.

The position purpose includes:

Development and coordination of effective engineering technician assistance, in partnership with Soil and Water Conservation Districts (SWCDs), other local, state, and federal governmental units, and project partners.

## Qualifications

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### Minimum Qualifications

- Three (3) years of para-professional experience in site investigation, design, layout, and construction of civil/agricultural engineering practices. An associate's degree in civil engineering technology, Design and Drafting, or closely related field may substitute for six (6) months of experience.
- Proficient skills using AutoCAD Civil 3D for civil engineering computer aided design and survey functions.
- Ability to interpret maps, aerial photos, and LiDAR data; and prepare exhibits, maps, and plans from survey data.
- Ability to develop construction plans, specifications, and cost estimates for projects with varying complexity.
- Ability to operate field equipment including pickup trucks and all-terrain vehicles (ATV's) and to work in rough terrain and adverse weather conditions.
- Ability to conduct field surveys and interpret/reduce survey data using a variety of survey equipment including survey grade GPS.
- Written and oral communication skills sufficient to convey information to affected parties with varying amounts of knowledge and expertise.
- Human relations skills sufficient to interact with landowners and agency clientele and assure program compliance and construction quality.

### Preferred Qualifications

- Ability to verify compliance with construction plans and specifications, prepare field reports, conduct as-built surveys, and prepare as-built drawings, and final project certifications.
- Ability to use computer software and hardware for hydrology and hydraulic analysis.

- Leadership skills to serve as a survey crew leader and provide positive leadership to staff, local government, state and federal partners, and conservation program's clientele to meet project goals and objectives.
- Associate of Science or technical college degree specially related to one of the following disciplines: Civil, Environmental or Agricultural Engineering, Surveying, Natural Resources and Environmental Studies, Geography, or equivalent.
- Ability to professionally represent BWSR at public and private meetings, convey information accurately, simulate feedback and discussion and confirm decisions made.

## Physical Requirements

The incumbent must have the ability to perform necessary field work on rough terrain, steep slopes, and in adverse weather conditions. The incumbent must be able to operate all field equipment including pickup trucks, all-terrain vehicles (ATVs/UTV's), survey equipment, and both mechanical and manually operated equipment for performing a variety of subsurface and geotechnical investigations. The incumbent is expected to work in wet and humid conditions and be able to lift and/or move heavy objects and equipment. The incumbent must have adequate vision levels to successfully perform expected duties including the ability to see close, far, colors, peripherally, to adjust/focus and to have depth perception.

Extensive travel across a broad geographic area should be expected and possession of a valid state of Minnesota Driver's License will be required.

## Additional Requirements

This position requires an unrestricted Class D Driver's License with a clear driving record.

It is the policy of the Board of Water and Soil Resources that those offered employment submit to the following background check prior to employment. All job offers are contingent upon passing the following components:

1. Employment reference checks will be conducted on all finalists. This may include a review of documentation related to job performance. It also includes contact with the applicant's former employer(s).
2. SEMA4 Records Check
3. Criminal History Check
4. Driver's License DMV Check
5. Conflict of Interest Review
6. Education/License Verification

## Application Details

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### How to Apply

Select "Apply for Job" at the top of this page. If you have questions about applying for jobs, contact the Careers Help Desk at [651-259-3637](tel:651-259-3637) or email [careers@state.mn.us](mailto:careers@state.mn.us). For additional information about the application process, go to <http://www.mn.gov/careers>.

### Contact

If you have questions about this position, contact Terry Ragan at [terry.ragan@state.mn.us](mailto:terry.ragan@state.mn.us) or [507-450-3644](tel:507-450-3644).

To receive consideration as a Connect 700 Program applicant, apply online, email the Job ID#, the Working Title and your valid Proof of Eligibility Certificate by the closing date to Carla Swanson-Cullen at [carla.swanson-cullen@state.mn.us](mailto:carla.swanson-cullen@state.mn.us).

## About Water & Soil Resources Board

All of Minnesota benefits from lands and waters that are ecologically and economically sustainable. Our mission is to work with partners to improve and protect Minnesota's land and water resources.

### Working together to improve the state we love.

What do Minnesota's State employees have in common?

- A sense of purpose in their work
- Connection with their coworkers and communities
- Opportunities for personal and professional growth

## Benefits

As an employee, you'll have access to one of the most affordable health insurance plans in Minnesota, along with other benefits to help you and your family be well.

### Your benefits may include:

- Paid vacation and sick leave
- 12 paid holidays each year
- Low-cost medical, dental, vision, and prescription drug plans
  - Fertility care, including IVF
  - Diabetes care
  - Dental and orthodontic care for adults and children
- 6 weeks paid leave for parents of newborn or newly adopted children
- Pension plan that provides income when you retire (after working at least three years)
- Employer paid life insurance to provide support for your family in the event of death
- Short-term and long-term disability insurance that can provide income if you are unable to work due to illness or injury
- Tax-free expense accounts for health, dental, and dependent care
- Resources that provide support and promote physical, emotional, social, and financial well-being

### Support to help you reach your career goals:

- Training, classes, and professional development
- Federal Public Service Loan Forgiveness Program (Some positions may qualify for the Public Service Loan Forgiveness Program. For more information, visit the Federal Student Aid website at [studentaid.gov](https://studentaid.gov))

### Employee Assistance Program (EAP) for work/life support:

- A voluntary confidential program that helps employees and their families with life challenges that may impact overall health, personal well-being, or job performance
- Common sources of stress can be addressed through the EAP: mental health, relationship challenges (personal and work), grief and loss, finances, and legal issues
- Daily Living/Convenience Services: Chore services, home repair, trip planning, child/elder care

**Programs, resources and benefits eligibility varies** based on type of employment, agency, funding availability, union/collective bargaining agreement, location, and length of service with the State of Minnesota.

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## **EQUAL OPPORTUNITY EMPLOYERS**

Minnesota state agencies are equal opportunity, affirmative action, and veteran-friendly employers. State agencies are committed to creating a workforce that reflects the diversity of the state and strongly encourages persons of color and Indigenous communities, members of the LGBTQIA2S+ community, individuals with disabilities, women, and veterans to apply. The varied experiences and perspectives of employees strengthen the work we do together and our ability to best serve Minnesotans.

All qualified applicants will receive consideration for employment without regard to race, color, creed, religion, national origin, sex (including pregnancy, childbirth, and disabilities related to pregnancy or childbirth), gender identity, gender expression, marital status, familial status, age, sexual orientation, status regarding public assistance, disability, veteran status or activity in a local Human Rights Commission or any other characteristic protected by law.

## **APPLICANTS WITH DISABILITIES**

Minnesota state agencies make reasonable accommodations to their employees and applicants with disabilities. If you have a disability and need assistance in searching or applying for jobs with the State of Minnesota, call the Careers Help Desk at [651-259-3637](tel:651-259-3637) or email [careers@state.mn.us](mailto:careers@state.mn.us) and let us know the support you need.