

Job ID: 91624 - Board Conservationist - State Program Administrator Principal - Water & Soil Resources

Location: Various

Full/Part Time: Full-Time

Regular/Temporary: Unlimited

Working Title: Board Conservationist
Job Class: State Program Administrator Principal - Water & Soil Resources
Agency: Water & Soil Resources Board

- **Job ID:** 91624
- **Location:** Various
- **Telework Eligible:** Yes (Hybrid)
- **Full/Part Time:** Full-Time
- **Regular/Temporary:** Unlimited
- **Who May Apply:** This vacancy is open for bids and for all qualified job seekers simultaneously. Bidders will be considered through 01/28/2026.
- **Date Posted:** 01/22/2026
- **Closing Date:** 02/04/2026
- **Hiring Agency/Seniority Unit:** Water and Soil Resources Board
- **Division/Unit:** Regional Operations Division/Northern Region
- **Work Shift/Work Hours:** Day Shift
- **Days of Work:** Monday - Friday
- **Travel Required:** Yes (up to 25%)
- **Salary Range:** \$32.40 - \$47.76 / hourly; \$67,651 - \$99,722 / annually
- **Job Class Option:** Water & Soil Resources
- **Classified Status:** Classified
- **Bargaining Unit/Union:** 214 - Minnesota Association of Professional Employees (MAPE)
- **FLSA Status:** Exempt - Professional
- **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

This position will be located out of the Bemidji or Detroit Lakes office and may have the option to telework.

This position is responsible for interagency coordination within their assigned work area in order for BWSR to carry out its statutory responsibilities under M.S. Chapters 103 A, B, C, D, E, and the Clean Water Land and Legacy Amendment. This position exists to provide technical, leadership assistance, and implementation guidance to BWSR staff, soil and water conservation districts, watershed management organizations, cities, joint powers boards and watershed districts, counties and other grant recipients involved in preparing and implementing water quality and quantity restoration and protection projects, practices, and BWSR approved and locally adopted plans. This position provides fiscal and administrative oversight and guidance, technical training, and planning assistance to local units of government involved in implementing local comprehensive water and land management programs.

Minimum Qualifications

Three (3) years of experience in water and soil resource management, hydrology, watershed management, water quality practices, land use planning or a closely related technical field. NOTE: A degree in Hydrology, Geology, Water and Land Management, Soil Science Environmental Science, Civil/Agricultural/Environmental Engineering, or a closely related field may substitute work experience as follows: Associate degree substitutes six (6) months, bachelor's degree substitutes one (1) year, master's degree substitutes eighteen (18) months.

Knowledge of the structure, organizational procedures and inter-organizational dynamics of local, regional, state, tribal, and federal government and their boards, commissions, agencies and affiliated associations.

Knowledge of political and fiscal processes related to water and soil conservation planning and implementation programs or knowledge of Minnesota Statutes 103A, 103B, 103C, 103D, 103E, and the Clean Water Land and Legacy Amendment.

Oral and written communication skills that include the ability to explain technical matters to the staff and officials of local government units, tribal governments, non-government organizations, and the general public.

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Negotiation, mediation, and interpersonal management skills to resolve personnel and interagency conflict.

Must possess and maintain a valid driver's license with the acceptable motor vehicle record subject to review.

Preferred Qualifications

A bachelor's degree or higher in Hydrology, Geology, Water and Land Management, Soil Science Environmental Science, Civil/Agricultural/Environmental Engineering, or a closely related field.

More than three (3) years of experience in water and soil resource management, hydrology, watershed management, water quality practices, land use planning or a closely related technical field.

Experience working for or with local government units.

Procedural understanding of the grant programs administered by the Board of Water and Soil Resources.

Additional Requirements

The Board of Water and Soil Resources will not sponsor applicants for work visas, including STEM OPT extensions. All applicants must be legally authorized to work in the US.

It is the policy of the Board of Water & Soil Resources that all candidates submit to a background check prior to employment. All job offers are contingent upon passing the following components:

- Employment Reference Check
- SEMA4 Records Check
- Criminal History Check
- Conflict of Interest Review
- Education/License Verification

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- Driver's License DMV Check

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. For additional information about the application process, go to <http://www.mn.gov/careers>.

Contact

If you have questions about this position, contact Ryan Hughes at ryan.hughes@state.mn.us

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 Tracy Ohmann at tracy.ohmann@state.mn.us.

About Water & Soil Resources Board

(Include brief description of agency -- limit to two sentences)

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.

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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)

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.

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 and let us know the support you need.