



Job Title: Principal Water Resources Engineer

Location: Bozeman, Montana (will also consider Missoula, Billings, or Helena, MT)

Company: Allied Engineering Services, Inc. (AESI)

About Us: We are a 100 percent employee-owned civil engineering company dedicated to delivering innovative and sustainable engineering solutions. Our team is composed of industry leaders who are passionate about making a positive impact on the communities we serve.

Job Description: AESI is seeking a Principal Water Resource Engineer to provide strong leadership for our growing Water Resource Engineering department. This role will drive technical excellence, mentor staff, and optimize project delivery while maintaining and expanding our public sector contracts. The ideal candidate will have deep industry expertise, strong client relationships, and a strategic vision to enhance operational efficiency, sustain long-term growth, and strengthen AESI's market presence. This is a key leadership position focused on ensuring the department's continued success and stability. The position will be based out of our Bozeman, MT office but will require some travel. Alternate locations of Missoula, Billings, or Helena, MT may also be considered.

Salary Range: \$135,000 - \$185,000, Depends on Experience

Management Requirements:

- Provide leadership and strategic direction for the Water Resource Engineering Department.
- Mentor and develop engineers at all levels, fostering technical growth and career advancement.
- Oversee project execution, ensuring the highest standards of quality, while keeping our projects on time and within budget.
- Coordinate with AESI's leadership team to align water resource initiatives with company goals.
- Develop and implement best practices, standards, and workflows for efficient project delivery.
- Ensure compliance with local, state, and federal regulations.
- Represent AESI in professional organizations and at industry events.

Technical Requirements:

- Licensed PE in MT or a neighboring state with the ability to be licensed in MT within 6 months.
- B.S. in Civil, Water Resources, or Environmental Engineering required. M.S. or Ph.D. preferred.
- Extensive experience (15-25 years) in water resource engineering.
- Expertise in hydrology, hydraulics, stormwater management, watershed modeling, and groundwater modeling.
- Proficiency with modeling software such as HEC-RAS, HEC-HMS, SWMM, MODFLOW, and GIS-based hydrologic tools.
- Strong understanding of floodplain management, erosion control, and water quality analysis.
- Experience designing water resource infrastructure, including detention basins, culverts, and levees.

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- Knowledge of state and federal environmental permitting processes (e.g., FEMA, USACE, DEQ, EPA).
 - Familiarity with AutoCAD Civil 3D and GIS applications for water resources.

Market Experience:

- Established relationships with public and private clients in Montana and surrounding regions.
- Experience working with municipalities, counties, state agencies, and federal entities.
- Understanding of funding mechanisms for water resource projects, including grants and cost-share programs.
- Proven ability to develop new business and maintain long-term client relationships.
- Experience responding to RFPs, preparing proposals, and securing project contracts.
- Awareness of emerging trends and regulatory changes in water resource management.

Project Experience:

- Successful track record managing complex water resource projects from planning through construction.
- Experience with floodplain studies, FEMA Letters of Map Revision (LOMR), and No-Rise analyses.
- Design and implementation of stormwater management systems for urban and rural developments.
- River and stream restoration projects, including habitat improvement and bank stabilization.
- Water supply and distribution system design, including groundwater and surface water sources.
- Infrastructure resilience planning related to climate change and extreme weather events.
- Multi-disciplinary project coordination, working with civil, geotechnical, and environmental engineers.

What We Offer:

- Competitive salary and benefits package.
- Employee ownership (ESOP)
- Opportunities for professional growth and development.
- A collaborative and inclusive work environment.
- The chance to work on exciting and impactful projects.
- See <https://alliedengineering.com/careers/> for further benefit details

How to Apply: Interested candidates are invited to submit their resume and cover letter to Craig Madson, PE, President at cmadson@alliedengineering.com with the subject line "Principal Water Resources Engineer Application."