



Submit resume and cover letter to:
Northern Water, 220 Water Ave.
Berthoud, CO 80513
Email Preferred: careers@northernwater.org

Posted: 6/9/26
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Senior Water Resources Engineer

Division/Department: Engineering Division/Water Supply Planning and Protection Department
Reports to: Water Supply Planning and Protection Department Manager
Location: Berthoud, CO
Type of Position: Full-time
Status: Exempt
Salary Range: \$130,338 - \$173,524

GENERAL STATEMENT

This position is responsible for providing engineering support and analysis for Northern Water and the Municipal Subdistrict, focusing on the protection of native water supplies, water resource planning, water rights analysis and the protection of Northern Water and Municipal Subdistrict yield and return flows.

ESSENTIAL DUTIES AND RESPONSIBILITIES

Water Rights Protection & Development

- Provides technical support and management to projects involving water rights administration, augmentation plan accounting, and water system operations.
- Develops, maintains, and reviews water rights accounting and submits monthly and annual accounting reports to the appropriate entity.
- Prepares technical reports that present the data, methodologies, and results of water rights analyses in a clear and concise format.
- Prepares technical reports and responses in support of Water Court applications and Statements of Opposition.
- Conducts analyses of project operations and potential impacts related to technical aspects of the water court process both as an applicant and as an objector.
- Conducts hydrologic studies and investigations using water resource planning models.
- Provides engineering support for Northern Water and Municipal Subdistrict projects to protect water rights, ensures that C-BT water is not transferred or used outside of the District boundaries and that C-BT return flows are protected and accounted for properly.
- Provides subject matter expertise, technical analysis, and negotiation support for efforts to protect base water supplies for continued use within Northern Water and Municipal Subdistrict boundaries.
- Protects, develops, and defends Northern Water and Municipal Subdistrict water rights and operations through involvement in the Water Court process, as well as through other public policy and stakeholder forums.

Water Supply Planning

- Provides water resource engineering and subject matter expertise to support Northern Water and Municipal Subdistrict projects, policies, water supply development, water efficiency, and drought planning efforts.
- Researches and develops appropriate tools and methods to protect base water supplies.
- Develops and implements supply-side technical assistance and grant programs.
- Works with Northern Water and legal staff to recommend new or modified policies for Board approval.
- Provides technical review and comment on water planning studies, comprehensive plans, water master plans, water supply elements, and other related documents.
- Provides review and comment on water-related legislation.
- Assigns and directs work of professional and technical personnel and consultants, provides technical guidance and quality control checks.

Regional Water Matters

- Assists in developing content and messaging involving regional water issues, base supply protection, and general water education.
- Participates in local, regional, and statewide water meetings, stakeholder groups, and planning studies to protect and advance Northern Water, Municipal Subdistrict, and Northeastern Colorado interests.
- Develops and maintains relationships with C-BT allottees, water users, and other key stakeholders.
- Provides technical support and subject matter expertise related to Interstate & Intrastate water matters including Endangered Species Recovery Programs, Interstate Compact matters, Wild & Scenic Rivers Alternative Management Plans, and local, regional, and statewide water planning efforts.

OTHER DUTIES AND RESPONSIBILITIES

- Other duties as assigned.

EDUCATION AND EXPERIENCE REQUIREMENTS

Education

- B.S. in Water Resources Engineering, Civil Engineering, Environmental Engineering, Agricultural Engineering, Geological Engineering, or a similar field.

Experience

- Minimum of seven years water resources or related professional work experience.

LICENSE, CERTIFICATE AND CREDENTIAL REQUIREMENTS

- Professional Engineering License (PE) is required.
- Valid driver's license.

KNOWLEDGE, SKILLS AND ABILITIES

Knowledge

- Water resource engineering principles and fundamentals and their relevant applications to Northern Water and Subdistrict projects and operations.

- Understands and can demonstrate application of complex water rights, hydrologic modeling, and river/reservoir operations engineering studies and analyses.
- Knowledge of climate and hydrologic systems.
- Familiarity with the operation of the C-BT and Windy Gap Projects is desired.
- Familiarity with the planning and operation of complex water systems in Colorado is desired.
- Understanding of Colorado water law.
- Familiarity reading, interpreting, and administering complex agreements and water rights decrees.
- Familiarity with Interstate Compacts is desired.

Skills

- Create and present technical information, reports, and presentations internally and externally.
- Organizational skills such as team concepts, task scheduling, and task prioritization.
- Work both independently and within a team.
- Builds relationships and works effectively with internal staff, senior management, Board of Directors, legal counsel, external water users, and other key stakeholders.

Abilities

- Spreadsheet/database applications, statistical programs and program languages, Geographical Information Systems (GIS), and word processing programs.
- Statistical and probability applications and forecasting tools relevant to water resources related problems.
- Excellent written and verbal communication and presentation skills.

PHYSICAL REQUIREMENTS

- Walking and climbing stairs daily.
- Sustained operation of keyboard devices.
- Prolonged sitting, standing, and walking in performance of daily activities.
- Ability to lift, drag, or push boxes, paper, and documents weighing up to 25 pounds.
- Must be able to meet the physical requirements of a post job offer physical examination.

Reasonable accommodations will be made to enable qualified individuals with disabilities to perform the essential functions of the job.

OTHER REQUIREMENTS

- Maintains a personal appearance appropriate for job position and image of Northern Water.

This job description in no way states or implies that these are the only duties to be performed by this employee.

Northern Water provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, sex, marital status, sexual orientation, gender identity, national origin, disability, genetics, veteran status or other legally protected characteristics. Northern Water complies with applicable state and local laws governing nondiscrimination in employment in every location in which the company has facilities. Northern Water also prohibits any form of workplace harassment in accordance with these laws. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training.