



City of Ames Environmental Engineer I or II

SALARY	See Position Description	LOCATION	50010, IA
JOB TYPE	Full-Time	JOB NUMBER	25-5305/06-02
DEPARTMENT	Water & Pollution Control	OPENING DATE	09/15/2025
CLOSING DATE	10/15/2025 12:00 PM Central	FLSA	Exempt
BARGAINING UNIT	MERIT	RESIDENCY REQUIREMENT?	No

Centrally located in the heart of Iowa, Ames is a vibrant, progressive community with more than 66,000 residents providing an excellent quality of life. Home to Iowa State University, Ames offers year-round recreation opportunities, diverse cultural offerings, a stable economy, safe neighborhoods, and a high-achieving school district.

General Information

<https://www.youtube.com/embed/97rsAGfo1eQ?&wmode=opaque&rel=0>

The City of Ames is accepting applications for qualified candidates to fill at least one Environmental Engineer vacancy with the Water and Pollution Control Department. Actual classifications as Environmental Engineer I or II will depend on the qualifications and experience of the selected candidate. There may be a Civil Service list established for the classification of Environmental Engineer I and the list will be valid for up to one year from the date of certification by the Ames Civil Service Commission, which may be used to fill this vacancy. In addition, City of Ames Civil Service employees who have previously held Civil Service status in the Environmental Engineer I classification and are interested in voluntarily demoting or laterally transferring into the current vacancy must submit their application by the deadline.

Either position performs environmental/civil engineering duties related to the City's water and wastewater treatment plant facilities and performs related work as required. (The Environmental Engineer I would be performing under general supervision of a licensed Professional Engineer.)

In order to be considered for this position, all applicants must submit their online application by the deadline listed on this posting. Your application includes complete responses to the supplemental questions. Please keep in mind

that submission of a resume in lieu of work history on your application or answering the supplemental questions is not sufficient.

Compensation Philosophy:

The City of Ames has a compensation philosophy for our merit salary ranges that provides growth for employees as they gain experience and expertise in their roles. The minimum pay of each range is intended to reflect an employee's qualifications that meet the position's minimum requirements. The median of any range is for an employee who can reasonably meet all expectations of the position responsibilities without initial or extensive training. The City may consider a candidate's education, experience, and skills that are above the minimum requirements when considering a salary closer to the median.

Environmental Engineer I (EIT level position) salary range is \$74,506 - \$108,926, median is \$91,716.

Environmental Engineer II (PE level position) salary range is \$89,223 - \$133,646, median is \$111,434.

Benefits

Our comprehensive benefits package can be viewed at: [City of Ames Benefits](#)

Public Service Loan Forgiveness (PSLF) Program: The PSLF Program is a federal program that is intended to encourage individuals to work in public service by forgiving the balance of their federal student loans. To qualify, the individual must have made 120 qualifying payments while employed by a qualifying employer. For more information, please visit:

[PSLF Program](#)

Examples of Essential Job Functions

Environmental Engineer I Job Functions:

Conducts studies of plant operations to improve performance and cost efficiency; prepares engineering designs, plans and specifications on assigned projects for review and certification by a licensed Professional Engineer including minor plant equipment replacement, piping changes, wells, meter pits, sludge lagoon, and other related improvements; completes basic engineering studies and prepares reports; conducts construction inspections; approves contractors bills for payment; completes studies related to present and potential water supply sources; completes studies of stream conditions in and near Ames; evaluates and interprets water quality data for compliance with Safe Drinking Water Act, Clean Water Act, and other federal, state, and/or local requirements; provides advice and assistance to the operating divisions on surveying and engineering problems; responds to inquiries and complaints from citizens, other customers, and contractors; assists in budget preparation, review, and monitoring; completes reports required by state and federal government; reviews, evaluates and assesses industrial/commercial discharges to the City system and effects or limitations on system operations; operates motor vehicle to perform essential functions.

Education, Experience, and other Requirements:

Bachelor's degree in civil, chemical, environmental, biological, or agricultural engineering, or a closely related field; and at least 6 months of related experience. Related experience obtained in a co-op or internship program may be applied toward this requirement.

Licenses and Certificates: Must possess an Engineer in Training (EIT) certificate within nine months of original appointment; must possess a valid driver's license.

Environmental Engineer II Job Functions:

Conducts in-depth studies of the water and wastewater treatment facilities and operating records to determine plant

efficiencies, points of overload, and ways of improving plant performance; acts as design engineer on assigned projects including major plant equipment replacement, major changes to treatment processes, plant expansions or upgrades, plant control systems, well field development, pumping facilities, utility security, and other related improvements; completes complex engineering studies and prepares technical reports; prepares and certifies engineering designs, plans, and specifications; supervises construction and authorizes deviations where appropriate; provides general oversight of engineering interns; completes studies related to present and potential water supply sources; completes studies of stream conditions in and near Ames; evaluates and interprets water quality data for compliance with Safe Drinking Water Act, Clean Water Act, and other federal, state, and/or local requirements; provides high-level technical advice and assistance to the operating divisions on complex operating, engineering, or regulatory compliance issues; represents department at meetings; responds to inquiries and complaints from citizens, other customers, and contractors; assists in budget preparation, review, and monitoring; provides input into development of long-range capital and infrastructure needs of the department; assists in conducting rate studies and fund projections; completes reports required by state and federal government; reviews, evaluates and assesses industrial/commercial discharges to the City system and effects or limitations on system operations; operates motor vehicle to perform essential functions.

Education, Experience, and other Requirements:

Bachelor's degree in civil, chemical, environmental, biological, or agricultural engineering or a closely related field; and four years of related engineering experience.

Licenses and Certificates: Must be licensed as a Professional Engineer in the State of Iowa or the ability to obtain licensure by comity in the State of Iowa within 6 months and must maintain licensure throughout appointment. License must be in the branch of civil, chemical, environmental, or closely related field. Must possess a valid driver's license.

Other Detailed Job Function of Both Classifications:

Reviews water conservation activities; investigates water quality conditions and environmental health/impact; participates in public relations activities in a manner that elevates the image of the department; conducts tours and presentations; responds to inquiries from customers, contractors, vendors, and regulatory agencies.

Each employee is expected to continually strive to bring shared values to life through our Excellence Through People organizational culture. ETP values include: committing to continuous improvement; inspiring creativity and innovation; being customer driven; making data-driven decisions; championing employee involvement; striving for excellence; having fiscal stewardship; acting with honesty and integrity; exhibiting leadership; choosing a positive attitude; respect and dignity for one another; promoting safety and wellness; and cultivating teamwork. For leaders, this includes creating a work culture that brings these values to life. For all employees, this includes maintaining a Total City Perspective. The purpose of ETP is to deliver exceptional services to the public at the best price, and for employees to experience an enjoyable and stimulating work environment.

Qualifications

Knowledge, Skills and Abilities Required to Perform Essential Functions: Knowledge of chemistry, biology, and hazardous or toxic substances as they apply to the treatment of water and wastewater. Knowledge of the principles and practices of environmental/civil engineering; knowledge of the methods and techniques used in the resolution of problems in utility construction, design, and operation; knowledge of the principles and practices of computer-assisted drafting and geographical information systems (GIS); knowledge of surveying methods; knowledge of material testing procedures; knowledge of federal, state, and local regulations related to utility design and construction; knowledge of computer applications pertaining to civil or environmental engineering. (More of a considerable knowledge is required of Environmental Engineer II candidates.)

Skill in the application of engineering theory to operational problems; skill in interpreting and utilizing engineering details, plans, and specifications; skill in quickly and accurately executing standard engineering calculations.

Ability to prepare design details, estimates, plans, and specifications related to utility engineering projects (Level II required to have ability to check complex design details as well.); ability to prepare clear, concise written reports; ability to communicate effectively in both oral and written form; ability to establish and maintain effective working relationships with citizens, supervisors, co-workers, other City employees, contractors, vendors, and representatives from other governmental organizations and agencies; ability to evaluate alternatives and to resolve technical engineering problems; ability to effectively address the questions, concerns, and complaints of citizens in relation to projects; ability to effectively use standard office computer equipment and software; ability to operate a motor vehicle.

Supplemental Information

General Physical Characteristics: The work involves sitting 50 percent of the time; standing (but not walking) 25 percent of the time; standing and walking 25 percent of the time; routinely lifting objects under 10 pounds; routinely lifting objects from 10 to 25 pounds; occasionally lifting objects from 25 to 50 pounds; and occasionally lifting objects over 50 pounds.

Vision Requirements: The minimum standard for use with those whose work deals largely with preparing and analyzing data and figures, accounting, transcription, computer terminal, extensive reading, visual inspection involving small defects or parts, use of measurement devices or assembly of parts at distances close to the eyes.

Required Physical Activities: Climbing, balancing, stooping, kneeling, crouching, crawling, reaching, standing, walking, pushing, pulling, lifting, finger dexterity, grasping, feeling, talking, hearing, repetitive motions.

Environmental Conditions: The work is performed inside and/or outside and includes being exposed to noise, mechanical hazards, electrical hazards, atmospheric conditions that affect the respiratory system or skin, oils.

Examples of Equipment Essential to the Job: Motor vehicle; two-way radio; general office equipment; computers and peripheral equipment; spreadsheet, database, and communications software; a variety of printed materials; a variety of safety equipment and clothing.

Selection Process:

Candidate applications directly submitted to this recruitment may be vetted through a recruitment agency, working on behalf of the City of Ames. If you apply to this position directly to our posting, you may be redirected to the recruitment agency for initial conversations.

The selection process consists of an evaluation of education and experience; phone/virtual interview; hiring assessment; on-site interview which will include a manager meeting and written exercise; and completion of a criminal background check, which includes a sex offender registry check. All candidates will be notified by email of their application status.

Depending on the number of qualified candidates, the City may forego phone interviews.

Veteran's Preference Points

The City of Ames provides Veteran's Preference Points for Civil Service positions. A copy of your DD214 and, if applicable, proof of disability, must be attached with your application (or faxed to 515-239-5297) prior to the close date of the posting in order to receive Veteran's Preference Points.

E-Verify Process:

The City of Ames participates in E-Verify and will provide the Social Security Administration (SSA) and, if necessary, the Department of Homeland Security (DHS), with information from each applicant's Form I-9 to confirm work authorization. All candidates who are offered a position with the City of Ames must complete Section 1 of Form I-9 along with the required proof of their right to work in the United States and proof of their identity on their first day of employment. Please be prepared to provide required documents on your first day of employment. For additional information regarding acceptable documents for this purpose, please contact Human Resources at 515-239-5199 or go to the US Citizenship and Immigration Services web page at: <http://www.uscis.gov>.

NOTE: Applicants with disabilities may submit requests for ADA testing or interview accommodations to the Human Resources Department prior to the test or interview.

The City of Ames is an Equal Opportunity/Affirmative Action employer. All qualified applicants will receive consideration for employment without regard to race, color, creed, age, religion, sex, sexual orientation, gender identity, genetic information, ancestry, national origin, marital status, disability, or protected veteran status and will not be discriminated against. Inquiries can be directed to the Human Resources Department at 515-239-5199.

Employer

City of Ames

Address

515 Clark Ave

Ames, Iowa, 50010

Phone

515-239-5199

Website

<http://www.cityofames.org/jobs>

Environmental Engineer I or II Supplemental Questionnaire

***QUESTION 1**

Please indicate if you are a Professional Engineer or an Engineer in Training.

- ☐ Professional Engineer
- ☐ Engineer in Training
- ☐ Neither

***QUESTION 2**

If you are a Professional Engineer (PE), please provide the state(s) where you currently hold a certification as a PE, your license number(s), any expiration date associated with each license, and what area of engineering your certification is in. If you do not currently hold any PE license, please confirm either that you do possess an Engineer in

Training certificate, or will within nine months of original appointment.

***QUESTION 3**

Describe your familiarity with drinking water systems, wastewater treatment systems, waste management issues, and water resources planning and design.

***QUESTION 4**

Describe your familiarity with regulatory issues related to water and wastewater utilities, such as the Safe Drinking Water Act and the Clean Water Act.

***QUESTION 5**

Describe your familiarity in preparing and interpreting engineering plans and specifications.

***QUESTION 6**

Describe your experience with project budget preparation, review and monitoring.

***QUESTION 7**

Describe the most technically challenging project you have had to complete.

***QUESTION 8**

Please provide at least 2 specific examples of when you were in a leadership role.

* Required Question