City of Ames

Stormwater Resource Analyst 3/4 Time

SALARY	$34.05 - $49.17 Hourly $53,113.79 - $76,700.21 Annually	**LOCATION**	515 Clark Avenue, Ames, IA, 50010, IA
JOB TYPE	Full-Time	**JOB NUMBER**	26-1126-01
DEPARTMENT	Public Works	**DIVISION**	Public Works Engineering
OPENING DATE	10/16/2026	**CLOSING DATE**	11/16/2026 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

The City of Ames is conducting a recruitment to establish a Civil Service eligibility list for this classification. The list will be valid for up to one year from the date of certification by the Ames Civil Service Commission and may be used to fill one or more vacancies in this classification. In addition, City of Ames Civil Service employees who have previously held Civil Service status in this classification and are interested in voluntarily demoting or laterally transferring into the current vacancy must submit their application by the deadline.

Performs professional work administering, inspecting, and implementing federal, state, and local stormwater requirements; ensures compliance with the City's Phase II, National Pollutant Discharge Elimination System (NPDES) Permit to operate a Municipal Separate Storm Water System (MS-4) and associated City Ordinances. Assists in the development and implementation of public education and outreach programs; performs related work as required.
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. The median salary for this position (adjusted for 3/4 time) is $64,906.

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

Ensures stormwater measures meet federal, state and local requirements; reviews site plan, subdivision, and as-built submittals for post-construction stormwater management compliance and participates in the development review committee process; assists in preparation of annual goals, objectives, budgets, and Iowa Department of Natural Resources (DNR) reports as related to NPDES permit requirements; receives and investigates inquiries relating to stormwater runoff, flooding, and water quality issues; enforces stormwater related ordinances by inspecting construction projects to ensure stormwater management ordinance/permit compliance and design intention; coordinates with land owners to ensure proper maintenance of privately owned stormwater infrastructure and practices; designs stormwater management system for new or reconstructed City owned facilities; participates in public hearings and meetings concerning assigned projects; performs watershed planning and coordination and assists in developing long range plans for complying with state and federal stormwater regulations; assists in preparing, implementing, and tracking components of the City's stormwater plan and NPDES Phase II Stormwater MS-4 Permit; analyzes stream monitoring data, provides technical assistance on stormwater issues to City staff as needed; prepares and presents staff reports, ordinance revisions and other correspondence as needed; prepares and implements public education, involvement and outreach and training programs including educational materials for homeowners, students, City staff, contractors, engineers, and developers as part of Smart Watersheds Program; manages special projects as needed; coordinates volunteers; maintains computerized files and databases and conducts analyses using a variety of computer software; coordinates staff pollution prevention and good housekeeping training; coordinates annual inspection of City facilities, collects paperwork and maintains files; updates 'city owned facility Pollution Prevention Plans; collects data from City departments regarding fertilizer and pesticide use at city facilities; updates and maintains City's Smart Watershed website.

Other Job Functions: Monitors streams during dry and wet weather; monitors function of City stormwater systems after rainfalls; maintains field sampling equipment; identifies illegal connections to the storm sewer system.

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

Education and Experience: Graduation from an accredited college or university with a bachelor's degree in soil science, civil or construction engineering or a closely related field and three (3) years of professional level experience in design and/or review of stormwater collection and management systems.

Licenses and Certification: Valid Iowa driver's license required.

Knowledge, Abilities, and Skills: Thorough knowledge of the principles and practices of stormwater collection and management systems, knowledge of the principles of hydrology and open channel hydraulics and soils, thorough knowledge of state and federal environmental stormwater rules and regulations to ensure NPDES - Phase II requirements; knowledge of stormwater best management practices.

Ability to review and check the design and reports of others for conformance with design standards. Ability to deal effectively with the public in high stress situations; ability to lead public hearings and meetings; ability to read public improvement plans and site plans, topographic maps, etc.; ability to prepare and maintain clear and concise records and reports; ability to work with public officials, outside agencies, other City employees and the general public; ability to create and implement effective public outreach and educational programs; ability to analyze a wide variety of project information and ensure federal, state and local compliance; ability to work under general direction; ability to communicate effectively both orally and in writing; ability to operate a motor vehicle.

Skill in making public presentations; skill in the use of a laptop computer and related software.

Supplemental Information

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

Physical Characteristics of Work: The work involves sitting for 40 percent of the time; sitting and using arm/leg controls 10 percent of the time; standing (but not walking) 25 percent of the time; standing and walking 25 percent of the time; frequently lifting objects weighing under 10 pounds and occasionally lifting objects weighing from 10 to 50 pounds.

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

Environmental Conditions: The work is performed inside and/or outside and includes exposure to extreme cold, extreme heat, noise, vibration, mechanical hazards, electrical hazards, chemical hazards, atmospheric conditions that affect the respiratory system or the skin, oils and darkness or poor lighting conditions.

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

Preference may be given to applicants possessing qualifications above the minimum.

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 515-239-5294) 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

Stormwater Resource Analyst 3/4 Time Supplemental Questionnaire

*QUESTION 1

Describe your knowledge about and experience with a Municipal Separate Storm Sewer System (MS4) National Pollutant Discharge Elimination System (NPDES) Permit.

*QUESTION 2

Explain your experience with design and/or review of Post-Construction Stormwater Management calculations and plan development.

*QUESTION 3

Are you willing to work an occasional evening and/or weekend for stormwater outreach event involvement?

- ◯ Yes
- ◯ No

*QUESTION 4

Describe your experience in responding to customer inquiries and working with stakeholders/other agencies.

QUESTION 5

Provide any additional information which you feel makes you an ideal candidate for the position of Storm Water Resource Analyst.

* Required Question