



SENIOR ENGINEER - JOB ANNOUNCEMENT

Posting Date: November 13, 2025

Overview of Position: Lichen Land and Water, Inc. (Lichen) is seeking a Senior Engineer to build a water resource engineering practice at our firm. This is an exciting opportunity to work in a small firm environment, contribute to and lead interesting and impactful projects, grow a team and practice, and serve our clients and community in a hands-on way.

We currently work on watershed management and restoration, salmon recovery, floodplain management, and landscape resilience projects. The position requires experience leading design and hydraulic modeling in support of river and hydraulic engineering projects, ideally with a strong track-record working in the Pacific Northwest. The candidate needs to draw on a strong understanding of river and watershed processes in their engineering approach. In addition to technical background, we are seeking an individual with experience in project management and business development.

Our primary emphasis as a firm is to cultivate and deliver high quality and relevant work products to our clients, partners, and communities. This engineer role will expand our impact and services, while leading fun and meaningful projects with our team.

Minimum Qualifications:

- BS or MS degree in water resources, hydraulic, or river engineering (or related field)
- Professional Engineer licensure
- 12+ years of applied experience in water resource engineering within Pacific Northwest and/or Rocky Mountain regions
- Demonstrated history of diligent work and strong client service in a relevant field on applied issues that benefit the coexistence of nature and people

More Details on What We Do and the Anticipated Role:

The successful candidate will support our existing projects and build out our engineering services.

Our team works actively in the space of watershed restoration and management on most or all aspects of the project lifecycle. We consider the project life cycle to include program development/support, funding strategy, watershed assessment, planning, design, project permitting, implementation, monitoring, and adaptive management. We are currently working at regional, watershed, and project scales. This allows us to advance projects with a systems approach, pulling in context from multiple perspectives, objectives, and geographies.

To date, we have emphasized physical science perspective and expertise, although it is our practice to push the boundaries into cross-disciplinary spaces required to improve watershed health. The types of projects we work on currently include:

- Reach-scale assessment, planning, and design for floodplain restoration and nature-based solution projects
- Watershed planning and prioritization for salmon recovery and habitat restoration projects
- Integrated planning in developed (urban) floodplains, where habitat, flood risk, community, infrastructure, and economic objectives come into play
- Baseline scientific studies to inform effective, process-based restoration and management activities
- Program support to inform project accounting, evaluation, and funding of restoration actions
- Monitoring to assess the effectiveness of restoration and management actions

The successful candidate would help advance our projects into engineering and implementation phases. The successful candidate would have the opportunity to collaboratively grow our project portfolio and an engineering group. There will be opportunities to mentor staff, participate in business strategy, and support the growth of our staff, team, and organization through a leadership role. It is important that the candidate brings an entrepreneurial mindset, is interested in working holistically on complex problems and with diverse teams, and is driven by a deep curiosity and interest in the work. We believe these attributes cultivate innovation and impact in the work we do and the solutions we bring to the world.

We are seeking applicants who bring comfort and experience managing projects. Our project managers typically lead client and partner communications, manage scope, schedule, and budget, develop technical strategies, and direct and participate in the execution of the work.

The successful candidate will also help us strategically expand our services to include new project types, partnerships, and geographies. They must have experience developing business through delivery of high-quality work, opportunity development/tracking, client communications, and proposal development.

The estimated average week will include about 70% project work, 20% business development, and 10% administration.

Skills Exercised in This Position:

Project Delivery:

- Engineering design (plans, specifications, cost estimation)
- Construction oversight
- Application of scientific concepts and principles
- Hydraulic modeling
- Clear communication (writing, speaking, listening)

- Field methods (sampling, assessment, topographic survey, field instrumentation)
- Standard computer software skills (documents, spreadsheets, presentations)

Project Management:

- Project budgeting (development, management, tracking)
- Project scoping and scheduling
- Client communication, presentation, and responsiveness

Business Development:

- Networking and community participation
- Proposal writing
- Project development, scoping, and visioning
- Lead/pursuit development and tracking

Teamwork (internal and external):

- Effective team communication and coordination
- Interdisciplinary exchange
- Sharing, distribution, and execution of work

Organizational and Staff Development

- Leadership
- Staff mentorship
- Training
- QAQC

Work Environment:

This position will involve an estimated 80-90% office work, and 10-20% in the field or external meetings. The position requires occasional travel. The position requires access to a personal vehicle and an active driver's license.

This work will begin as remote – the employee will need a home office space with high-speed internet access and suitable for focused work. The position may require work at an office as the company grows and establishes physical office space. Lichen will provide a laptop computer and the necessary equipment for your job, as well as partial reimbursement for home internet/phone.

Location:

Our headquarters are in Portland, Oregon. We prefer but do not require that our employees have a local presence. The successful candidate must live within the region and have access to our project areas with reasonable travel time and cost.

Compensation & Benefits:

Salary Range: Full time range estimated at \$125K-\$165K per year (~\$60-80 hourly) depending on experience. We also offer performance-based bonuses.

Health Benefits: Lichen offers health, vision, dental, short-term disability, and life insurance through major insurance providers.

Paid time off (PTO) and Sick Leave: Lichen offers PTO (3 weeks to start) and sick leave programs

Retirement Plan: Lichen offers a self-directed (401k) retirement plan with up to 4% employer match.

Training: We support and pay for training/conference attendance on a regular basis.

To Apply:

Please send your letter of interest and resume to Nick Legg (Nick@LichenLandWater.com).

Firm Summary:

Lichen is a small, water and land resource sciences firm based in Portland, Oregon, established in January 2024. We work with partners to advance toward a future of cooperation and health in our landscapes, watersheds, and communities. Our current focal areas include watershed and floodplain management, watershed restoration/planning, and community resilience. We work with and consult for our clients to build support for, plan, design, and implement projects that improve health of watersheds and landscapes. In addition to providing technical expertise in watershed science, we take a collaborative and community-focused approach to unlock innovation and impact from the work we do. We are currently a staff of four scientists. We work with numerous collaborators and clients throughout the Pacific Northwest and Rocky Mountain regions. You can learn more about us at: **www.LichenLandWater.com**

Lichen is an equal opportunity employer.