Wetland Solutions Inc

4703 NW 53rd Ave., Suite B-2
Gainesville, FL 32653
(386) 462-9286

JOB OPPORTUNITY

Environmental Scientist (Mid-Level)

Type:	**Modified Full-Time (Exempt, 36 hours/week, M-Th)**
Address:	**4703 NW 53rd Ave, Suite B-2, Gainesville, FL 32653**
Announcement Date:	**October 23, 2026**
Location:	**Gainesville, FL In-Person**

Wetland Solutions Background

Wetland Solutions (WSI) is a small, dynamic environmental consulting company that specializes in conceptualizing and implementing treatment wetland and water resources projects and in monitoring natural and constructed wetlands and aquatic ecosystems. Founded in 2000, WSI has more than 25 years of experience delivering environmental projects for public- and private-sector clients. WSI treats each project individually while meeting the needs of our clients, both big and small. Our passion is completing meaningful environmental projects that improve ecosystems, enhance water quality, and improve land management. We believe that good data and analysis inform better decision-making and we are committed to collecting the correct data, at the correct place, using the correct tools.

Job Details

WSI is seeking a motivated environmental scientist with at least 5 years of progressive experience with wetland delineation, wetland plant identification, environmental permitting, and the collection and interpretation of environmental samples including surface water, groundwater, and hydrologic data. Prior training in wetland delineation, hydric soils identification, and plant identification in Florida is preferred, as is specific experience and certification by FDEP for water quality sampling in Florida.

The optimal candidate will have experience with Environmental Resource Permitting and USACE permitting processes, preparation of environmental reports, use of the Uniform Mitigation Assessment Method (UMAM), the development of compensatory mitigation plans, and field monitoring and reporting to document project status relative to established success criteria. The ideal candidate will also have experience developing and reviewing sampling plans and in selecting the correct equipment to collect the required data.

The successful applicant will help prepare sampling plans, implement data collection, interpret collected data, and prepare project reports as part of the collaborative WSI Team. Experience with project management, business development, and/or client services is a plus although not required. The successful applicant is expected to assist with other, non-field tasks to meet client deadlines and balance workload.

Qualifications

Minimum Requirements:

- Bachelor's degree in environmental science, soil science, ecology, botany, or similar discipline,
- At least 5 years of progressive experience,
- Valid Florida driver's license,
- Must be legally authorized to work in the United States,
- Florida experience with wetland delineation, hydric soils evaluation, and plant identification,
- Florida experience with State and Federal environmental permitting,
- Experience developing and implementing sampling plans including selection of appropriate monitoring equipment,
- Proficiency in data interpretation including developing reports and data analysis using Microsoft products,
- Knowledge of water quality equipment calibration, use, and maintenance, and
- Ability to work outdoors in varying weather conditions and traverse uneven terrain with field equipment.

Preferred:

- Advanced degree in environmental science, soil science, ecology, botany, or similar discipline,
- Training in FDEP SOPs for surface water and groundwater sampling,
- Gopher Tortoise Agent certification,
- Certification or documented training in FDEP biological SOPs (SCI, HA, LVS, RPS, LVI)
- Experience with statistical analysis software, and
- Experience with project management, business development, and client services.

Compensation and Benefits

- Competitive hourly compensation, paid every 2 weeks by direct deposit, inclusive of a stipend for out-of-pocket health care costs,
- A Simple IRA plan that provides a dollar-for-dollar match of up to 3% of your annual salary, up to IRS thresholds,
- 6 paid holidays,
- 108 hours (3 weeks) time off with pay (TOWP) per year (prorated based on start date and actual hours worked) which includes personal time and sick time, accrued at a nominal rate of 4.15 hours per 72 hours of work, with an accrued total of TOWP and comp time not to exceed 200 hours at any time,

- Immediate eligibility for performance-based bonuses dependent on individual and company performance,
- Monthly cell phone allowance of $60, and
- Reimbursement for professional society membership dues, conference participation, and professional development, with prior approval.

Why Join WSI?

- 4-day workweek promoting work-life balance
- Opportunity to work on impactful ecological projects
- Collaborative, small-team environment
- Professional development support

Contact

To apply, please submit your resume and qualifications to careers@wetlandsolutionsinc.com. Please include “Mid-Level Environmental Scientist” in the subject line.