



EMPLOYMENT OPPORTUNITY: Staff Hydrogeologist (Field)

Location: Phoenix, Arizona

Apply on our website: <https://elmontgomery.com/careers/>

Overview

Montgomery & Associates (M&A) is seeking a full-time hydrogeologist to join our growing team in Phoenix, Arizona. This position focuses on projects involving environmental investigations, lithologic logging, and water well drilling, construction, sampling, and testing. Most work will occur in Arizona, with occasional assignments elsewhere in southern California or Nevada. Some projects may be in remote areas and require overnight stays for extended periods. Duties will include a combination of field and office work. The ratio between field and office tasks may be highly variable and is determined by need.

We're looking for a self-motivated professional with strong time management, organizational, and communication skills. M&A provides training for all field and office tasks. If you have 0–5 years of experience, a bachelor's degree in geology, hydrology, or a related field, and an interest in diverse water resource and environmental projects, we encourage you to apply.

Fieldwork Duties

- Observe and document drilling operations, including lithologic logging and interpretation of borehole geophysical logs
- Observe and document monitor well installation and development; verify compliance with specifications and direct drilling contractors
- Support well development, rehabilitation, and pump installation procedures
- Measure water levels, download dataloggers, and collect water, soil, and air samples
- Install, configure, troubleshoot, and repair groundwater and surface-water monitoring equipment and telemetry systems
- Conduct pumping, slug, infiltration, and other field tests
- Lead health and safety meetings and ensure compliance with protocols
- Maintain detailed field notes and communicate daily activities to project managers and clients

Office Duties

- Develop scopes of work, sampling plans, drilling specifications, and health and safety plans
- Prepare lithologic logs and sample documentation
- Analyze field data, process pumping test results, and recommend sustainable pumping rates
- Manage and configure instrumentation remotely; integrate data into internal systems
- Prepare data summaries, presentations, and technical reports
- Assist with regulatory compliance reporting and participate in client meetings

Qualifications

- Bachelor's degree in geology, hydrology, earth science, engineering, or related field; graduate degree a plus
- 0–5 years of experience in water well drilling, construction, development, and testing
- Willingness to learn well design fundamentals and Arizona well construction standards
- Ability to work safely in remote outdoor locations and around heavy machinery
- Comfortable with long field shifts (up to 14 hours), night work, and extended field tours
- Ability to lift 50 pounds and perform the following tasks: standing for long periods, stooping, kneeling, crouching, and walking/hiking on uneven terrain
- Strong organizational, troubleshooting, and problem-solving skills
- Proficiency with Microsoft Office; familiarity with ArcGIS, Survey123, and SQL and Access databases preferred
- Familiarity with CERCLA projects and related regulatory requirements helpful
- Excellent verbal and written communication skills; positive, team-oriented attitude
- Valid U.S. driver's license and clean driving record
- Ability to legally work in the U.S.; must pass background check and drug test
- Certifications such as 40-hour HAZWOPER or MSHA are a plus

Mission

At M&A, our mission is to promote a fulfilling and respectful work culture where employees collaborate to deliver pragmatic water resource solutions grounded in the principles of integrity, scientific rigor, and environmental responsibility. We are independently owned by practicing scientists who are committed to these values and to supporting our community partners.

Benefits

- Competitive benefits and salary in an expanding team-oriented company
- Dynamic work environment with safety and technical training provided by the company
- Challenging and collaborative multidisciplinary projects
- On-the-job mentoring by senior professionals
- Western U.S. projects and travel opportunities
- Medical, dental, vision insurance, Flexible Spending Account, HRA
- Long- and short-term disability
- Life/AD&D insurance
- Vacation, holiday, personal, and sick leave
- Paid parental leave
- Employer matching 401k retirement plan

We are an Equal Opportunity Employer.

M&A values diversity and inclusivity. All qualified applicants will receive consideration for employment without regard to race, color, national origin, ancestry, sex, gender, gender identity, gender expression, age, sexual orientation, religious creed, physical or mental disability, medical condition, genetic information, marital status, veteran status, or any other classification protected by applicable federal, state, or local law.