



Employment Opportunity: Staff Hydrogeologist

Location: Tucson, Arizona

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

Montgomery & Associates (M&A) is hiring a full-time Staff Hydrogeologist to work out of our Tucson, Arizona office. This role combines fieldwork and office work, with a focus on water well drilling, lithologic logging, well construction, sampling, and aquifer testing. The role is expected to be approximately 30% in office and 70% in the field, mostly at remote sites in Arizona, with occasional projects in California and Nevada.

If you have a degree in geology, hydrogeology, or related field and 0 to 3 years of relevant experience, we encourage you to apply. We're looking for a self-motivated professional with strong time management, organizational, and communication skills. M&A provides comprehensive training for both field and office work.

Your Role

- Observe and document drilling operations including describing drill cuttings in basin-fill and hard rock settings, characterizing hydrogeologic conditions, interpreting borehole geophysical logs, and conducting airlift tests
- Oversee monitor and production well installation including inspecting and measuring materials, verifying compliance with technical specifications, and monitoring drilling contractor activities
- Observe and document well development, rehabilitation, and pump installation
- Conduct aquifer characterization, which may include pumping, packer, and slug tests
- Measure water levels and download data from dataloggers
- Collect water and soil samples, measure water quality parameters, prepare chain-of-custody documentation, and submit samples to laboratories
- Install, configure, and maintain groundwater and surface water monitoring instruments and telemetry systems, both on-site and remotely, and integrate data into data management system
- Prepare water and soil sample documentation and submit samples to laboratories
- Follow health and safety protocols, regulations policies, and procedures
- Maintain detailed field notes and report daily activities to project managers and clients
- Prepare lithologic logs, well construction diagrams, hydrographs, and maps

- Build data tables and plots in spreadsheet and graphing software to analyze field data
- Prepare data summaries, presentations, and technical reports and memos
- Participate in client meetings and calls to present results and recommendations
- Assist development of scopes of work, sampling and analysis plans, drilling technical specifications, and health and safety plans

Required Qualifications

- Bachelor's degree in geology, hydrogeology, or a closely related field
- 0 to 3 years of professional experience as a geologist or hydrogeologist
- Experience in well drilling, lithologic logging, well construction, and aquifer testing or relevant coursework
- Ability to interpret geologic conditions in bedrock and basin-fill environments
- Analytical skills in hydrographs, water contour assessments, and aquifer test analysis
- Ability to use electrical and electronic field instruments, hand tools, and power tools
- Clear technical writing skills and proficiency with Microsoft Office or similar software
- Strong interpersonal and communication skills
- Commitment to safe work practices in the field and office
- Ability to travel for fieldwork, with field shifts of up to 14 hours per day and assignments lasting 1 to 14 days
- Flexibility to work schedules beyond the standard workweek when necessary for the project
- Ability to lift up to 50 pounds, stand for extended periods, stoop, kneel, crouch, and walk or hike on uneven terrain, with or without reasonable accommodation
- Reliable vehicle, valid U.S. driver's license, and clean driving record
- Authorization to work in the United States
- Ability to pass a background check and drug screening

Why M&A

M&A delivers practical water resource solutions grounded in integrity, scientific rigor, and environmental responsibility. We do this through a collaborative, respectful culture where people find their work fulfilling. As an independent firm owned by practicing scientists, we're committed to these values and to the communities we serve.

At M&A, you'll learn from senior hydrogeologists and other experienced professionals, with company-provided safety and technical training to support your development. You'll work on challenging, collaborative projects across multiple disciplines, with fieldwork and travel throughout the western United States. We offer a competitive salary at a growing, team-oriented firm.

Benefits include:

- Competitive salary at a growing, team-oriented firm
- Medical, dental, and vision insurance

- Flexible spending account (FSA) and health reimbursement arrangement (HRA)
- Short- and long-term disability insurance
- Life and AD&D insurance
- 401(k) retirement plan with employer match
- Paid vacation, holidays, personal days, and sick leave
- Paid parental leave following the birth or adoption of a child

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.