At Stantec, we approach every project we undertake whether at the local, regional, or international level thoughtfully, and execute it with excellence across all project phases. We partner with our clients to design fit-for-purpose solutions that address their communities’ unique needs.

Our experts lead their fields and guide our work with technical excellence, an innovative spirit, and a vision for growth. We are a place where you can apply your passion and collaborate with top talent on work that is critical to our clients, our communities, and the environment at large.

**Your Opportunity**

Stantec is seeking a Fish Passage Engineer to support our dams and hydropower infrastructure projects in our Bellevue, Washington office with a hybrid work schedule option. This position will work collaboratively with the Dams & Hydropower team in Stantec’s Energy & Resources Business Operating Unit to support the service needs of our clients on local, regional, national, and occasionally international projects. Whether through the design and construction of new facilities or improving the design, operation, safety and efficiencies of existing projects, the focus of the position will be to engage our highly skilled team of engineers in the technical execution of fish passage infrastructure at dams, spillways, and hydropower facilities.

In the role, you will lead as well as participate in the technical execution of projects to ensure delivery, resource efficiency and cost-effectiveness. You will also develop, maintain, and enhance Stantec’s market profile, position, and brand imaging as it relates to our strategic plan. The Senior Fish Passage / Civil Engineer will shape and develop our talented multidisciplinary local team all while being an integral part of Stantec’s continued growth in the region and country.

**Your Key Responsibilities**

* Serve as Technical Lead and Engineer of Record for fish passage infrastructure for dams and hydropower projects with responsibility for leading and/or reviewing projects.
* Provide subject matter expert (SME) and technical advisory leadership for fisheries infrastructure for dams and hydropower projects.
* Plan, organize, and manage the production of project deliverables to ensure on-time delivery, technical quality, and within budget.
* Serve as the project's point of contact with clients, agencies, and others. MANAGE: Manage Project Execution and Supervise and Mentor Developing Professionals
* Mentor and direct developing professionals to guide their execution of work and their career development objectives.
* Manage and/or review team’s work and provide technical guidance on design approaches and challenges.
* Perform quality management on technically complex projects and function as a technical resource by providing guidance to other team members.
* Recognize when technical problems develop and initiate guidance for corrective actions.
* Manage work so that it is executed in a safe manner and promote health and safety within the office and outside of the office while visiting clients and job sites. WIN: Support Business Development Activities
* Have a clear understanding of the current and future market and business conditions, revenue and profit potential, major clients, and competitors in our active markets.
* Assist in developing and implementing regional, country, and client marketing strategies to grow market position and penetration in selected geographies (initial focus is the Pacific Northwest and California).
* Lead and assist with development of technical approaches and other material for Statements of Qualifications and Proposals, and Professional Services Agreements with associated scopes, budgets, and schedules.
* Develop positive relationships with clients, earn their confidence and become their trusted adviser.
* Identify the skill and expertise gaps to meet the current and future market opportunities and support suitable recruitmentor development actions to address them.

**Your Capabilities and Credentials**

* Skilled leader and team player capable of building relationships both internally and externally.
* Excellent communication skills: verbal, business writing, electronic communications, and presentations.
* Skilled at inspiring, motivating, and holding team accountable for delivery of innovative design solutions.
* Strong problem-solving skills with ability to make timely decisions and develop others to do so. Technical
* Experience in the planning, design and construction of fish passage engineering facilities associated with dams, spillways, intakes, outlet works, other types of hydraulic structures, and hydroelectric power plants.
* Good technical knowledge in elements of fish passage/transport, collection, and screening facilities.
* Knowledge of technical requirements of national, state, and local codes, standards, and permitting requirements related to fish passage engineering
* Experience with the application of appropriate software in accordance with expertise, which may include hydrology and hydraulics (HEC-RAS, HEC-HMS, Flow3D and ArcGIS), structural (ANSYS, LS DYNA, and SAP2000), and geotechnical engineering (FLAC, SLOPE, GeoStudio, PLAXIS).
* Ability to develop unique design solutions to fit our client’s needs with a sound understanding of overall goals, objectives, and costs to our clients.

**Education and Experience**

* Bachelor's degree or equivalent in Civil, Hydraulics, or Structural Engineering from an accredited institution. Masters preferred.
* 15+ years of professional experience in fish passage engineering for dams and hydropower projects.
* Existing Washington, Oregon, Idaho, and/or California professional engineer registration (P.E.) or ability to obtain all within 6 months of starting work.

This description is not a comprehensive listing of activities, duties or responsibilities that may be required of the employee and other duties, responsibilities and activities may be assigned or may be changed at any time with or without notice.

Stantec is a place where the best and brightest come to build on each other's talents, do exciting work, and make an impact on the world around us; Designing with Community in Mind. #FeelingEnergized

**Pay Range:**

* Locations in WA, DC & Various CA areas - Min Salary $ 120,500.00 - Max Salary $ 180,800.00

**Pay Transparency:** In compliance with pay transparency laws, pay ranges are provided for positions in locations where required. Please note, the final agreed upon compensation is based on individual education, qualifications, experience, and work location. At Stantec certain roles are bonus eligible.

**Benefits Summary:** Regular full-time and part-time employees (working at least 20 hours per week) have access to medical, dental, and vision plans, a wellness program, health saving accounts, flexible spending accounts, 401(k) plan, employee stock purchase program, life and accidental death & dismemberment (AD&D) insurance, short-term/long-term disability plans, emergency travel benefits, tuition reimbursement, professional membership fee coverage and paid family leave. Regular full-time and part-time employees will receive ten paid holidays in each calendar year. In addition, employees will be eligible to accrue vacation between 10 and 20 days per year and eligible for paid sick leave (and if more generous, in accordance with state and local law).

Temporary/casual employees have access to 401(k) plans, employee stock purchase program, and paid leave, in accordance with state and local law.

The benefits information listed above may not apply to union positions because benefits for such positions are governed by applicable collective bargaining agreements

**Primary Location:** United States | WA | Bellevue  
**Organization:** BC-2242 Energy-US West  
**Employee Status:** Regular  
**Travel:** Yes  
**Schedule:** Full time  
**Job Posting:** 16/06/2025 05:06:32  
**Req ID:** REQ250001X0

Apply here: https://stantec.jobs/bellevue-wa/fish-passage-engineer/A4832B94F5BC4F69B1310B7BB880FA10/job/