

**DEPARTMENT OF NATURAL RESOURCES
POSITION DESCRIPTION**

April 28, 2026

Working Title: Lake Superior Monitoring and Sediment Coordinator
Classification: Water Resources Management Specialist – Advanced
Location: Superior or Ashland

Position Summary:

This position is in Office of Great Waters (OGW) and serves as the Department Lake Superior expert for water and sediment quality monitoring and assessment and sediment and dredge material management. This position is the Department lead for all aspects of dredge material management for Lake Superior, including the beneficial use of dredge material and other sediment related issues and will develop, oversee, and manage beneficial use of dredge material projects and special designation projects. This position coordinates with the Remediation and Redevelopment Program who leads remediation of contaminated sediments in the St. Louis River Area of Concern (AOC) to address beneficial use impairments. This position develops, reviews and evaluates water and sediment quality monitoring data, policies, and practices to ensure consistency with Great Lakes and statewide sediment and water quality programs, often working with other DNR program staff, state, federal, tribal and partners to coordinate Lake Superior water and sediment quality monitoring needs. The position participates in the development of water quality, contaminants, and ecosystem monitoring strategy for the Great Lakes focused on Lake Superior. This position collaborates with DNR staff, EPA and other U.S. and Canadian federal agencies, neighboring states, provinces, tribal governments, academic institutions, and nongovernment organizations to evaluate the status of the Lakes' ecosystems and contribute toward the St. Louis River AOC Remedial Action Plan (RAP) targets, Lake Superior Lakewide Action and Management Plan (LAMP) objectives and other watershed and tributaries in the Great Lakes Basin.

Geographic Scope and Travel Requirements:

This position covers Wisconsin's portion of Lake Superior coastline, nearshore waters and the basin, but at times may also be involved with Great Lakes-wide initiatives or efforts. Work is conducted primarily from the Superior or Ashland office, but Wisconsin participation in Great Lakes partnerships and lake issues typically extends to all the Great Lakes basin regions. Occasional overnight travel will be required. The position is required to do some travel statewide and occasional travel across state lines; therefore, the incumbent must have the ability to travel to locations throughout the state, Great Lakes basin and Canada at times.

Scope of Authority:

This position reports to the Lake Superior Unit Manager, works under general supervision with generally broad authority, and routinely engages with members of the Office of Great Waters, other department program staff and partners working in the Lake Superior basin, Great Lakes states, federal agencies, tribes and statewide teams.

Time Goals and Worker Activities

50% A. Lake Superior Water & Sediment Quality Monitoring and Assessment

A1. Serve as the Department's Lake Superior water and sediment quality monitoring expert on cross-program and interagency teams, such as the OGW Monitoring

Team, Lake Superior Nearshore Monitoring Team, Lake Superior Algal Bloom Subgroup, and other assigned teams.

- A2. Lead Lake Superior nearshore monitoring and assessment efforts, including implementation and oversight for the National Coastal Condition Assessment (NCCA) and other related nearshore monitoring such as the Harmful Algal Bloom (HAB's) monitoring in coordination with OGW's Monitoring Coordinator. For Lake Superior fisheries related issues, consult and coordinate with DNR's Lake Superior Fisheries team and for aquatic invasive species (AIS) consult and coordinate with DNR's Northern Region AIS Coordinator. For the Lake Superior Cooperative Science and Monitoring Initiative (CSMI) provide input on Wisconsin's needs and recommendations.
- A3. Coordinate monitoring needs and efforts within the basin with the OGW Monitoring Coordinator, the Department's Water Quality Program, the Northern District's Lakes and Streams Biologists, Lake Superior LAMP Coordinator, Northern Region Aquatic Invasive Species Coordinator and St. Louis River Area of Concern Coordinator.
- A4. Serve as the lead or a member of the Lake Superior Nearshore Monitoring Team to collaborate with federal, tribal, state and local partners working along the south shore and in western Lake Superior to identify and implement monitoring and assessment needs.
- A5. Develop, review and evaluate sediment quality data in Lake Superior and its tributaries to identify the presence of chemical, physical, or biological impairments of water bodies and, when requested, assist the Remediation and Redevelopment program with the investigation and clean-up of contaminated sediment sites.
- A6. Evaluate available US Army Corps of Engineers (ACE) data, and collect additional information where necessary, to assess proposals involving the beneficial use of dredge material to determine if dredge material meets applicable standards and is acceptable for use at the proposed location. Conduct technical analysis and prepare memos or other communication to convey findings and recommendations to management, partners, or the general public.
- A7. Evaluate sediment and water quality by developing, implementing or overseeing projects to monitor the chemical, physical, and biological characteristics of Lake Superior, and its estuaries, coastal wetlands and tributaries. Develop monitoring projects including but not limited to; the preparation of proposals and quality assurance project plans, collection of field data and environmental samples, coordination with laboratories, preservation and shipment of samples, organization and analysis of results, making summary tables and figures, writing scientific reports, tracking or uploading project data and deliverables in Department data systems.
- A8. Assist with AOC and LAMP related monitoring to evaluate AOC impairment targets and LAMP objectives, including project effectiveness.
- A9. Coordinate with local partners to develop a long-term monitoring strategy for the St. Louis River estuary after the AOC is delisted.

- A10. Evaluate and assess sediment transport through watershed processes and tributary mobilization, as well as ecological implications of sediment loading and transport in the nearshore of Lake Superior and understanding nearshore hydrodynamics.
- A11. Assist with development and implementation of the OGW Monitoring Strategy, with a focus on the nearshore monitoring strategy for Lake Superior.
- A12. Coordinate and produce technical reports, scientific publications, and presentations to facilitate cross-program and cross-basin knowledge transfer and exchange

30% B. Lake Superior Sediment and Dredge Material Management

- B1. Serve as the Department's Lake Superior sediment expert on cross-program and interagency sediment and dredge material management teams, including the Office of Great Waters (OGW) Dredge Material Management Team, Integrated Sediment Team, Duluth/Superior Port Harbor Technical Advisory Dredging Subcommittee, U.S. Army Corps of Engineers (ACE) Dredge Material Management Stakeholder Team, and other identified teams.
- B2. Coordinate with the Remediation and Redevelopment (RR) program staff to review environmental data and address beneficial use impairments associated with contaminated sediments in the St. Louis River Area of Concern (SLRAOC). Support the RR program, when requested, by serving on project teams and providing technical review and input during the identification, investigation, cleanup, and long-term monitoring of contaminated sediment sites in the SLRAOC with an emphasis on addressing beneficial use impairments.
- B3. Collaborate with the OGW Sediment Coordinator, OGW Dredge Material Management Team, and other DNR programs, to develop criteria, policies, procedures, and guidance for environmentally sound dredging practices and the beneficial use of dredged material on land and in-water, where appropriate.
- B4. Provide expert advice to DNR management and others on navigation dredging or other in- water projects including the identification of appropriate best management practices, evaluation of beneficial use alternatives, and all proposals for in-water placement of dredged material. Serve as the liaison to the United States Army Corps of Engineers (USACE) Detroit District and other stakeholders for Lake Superior harbors for the planning and implementation of dredging projects. Serve on the multi-state interagency Duluth/Superior Harbor Dredge Material Management Stakeholder Team.
- B5. Identify, develop and assess feasibility of projects that entail the placement of dredge material for beneficial use on-land or in-water in accordance with state criteria, policies, procedures, and guidance in coordination with other DNR staff, the USACE, and other partners.
- B6. Serve on project teams to provide technical expertise for DNR supported habitat and resiliency projects, including, but not limited to, projects involving in-water beneficial use of dredge material. Project management entails proposal development,

coordinating and leading project team, developing scope of work and budgets, selecting and directing contractors, processing invoices, overseeing budget and schedule, tracking and communicating project status and progress.

- B7. Evaluate water quality and wetland implications of proposed federal dredging projects for navigation and habitat improvement projects. Collaborate with regional and central office programs (e.g. fisheries, waterways, wetlands, wildlife) on regulatory review and permitting.
- B8. Serve as the Lake Superior resource expert to provide input during review of dredging projects under Wis. Adm. Code Ch. NR 347, sediment transport and loading studies, and other studies as directed.

15% C. Lake Superior Lakewide Management, St. Louis River Area of Concern

- C1. Coordinate with the Office of Great Waters and Lake Superior Team members to identify where assistance and support is needed, specifically for the Lake Superior Lakewide Management (LAMP) and the St. Louis River Area of Concern (SLRAOC) programs.
- C2. Serve on the Lake Superior LAMP Chemical Committee to collaborate and provide guidance to partners on projects within basin focused on persistent bio accumulative compounds and emerging contaminants.
- C3. Lead internal GLRI Focus Area cross-program teams to identify and develop projects that align with Focus Area 1.2/1.3 and Focus Area 5 objectives to secure GLRI grant funding. For funded GLRI projects serve as the lead managing the project or oversee projects where OGW is providing GLRI funds to other programs and partners to lead the project.
- C4. Serve on Lake Superior Regional Partnership Teams and work groups as assigned (Lake Superior Headwaters Partnership, WI Lake Superior Collaborative).

5% D. Teams, Partnerships, Professional Development & Other Duties

- D1. Support, develop and maintain positive relationships with Office of Great Waters Team, Lake Superior Team and DNR resource managers, regional partners, tribes, and stakeholders working collaboratively in the Lake Superior basin. Actively participate and contribute to assigned teams.
- D2. Participate in Lake Superior restoration, protection and resilience initiatives and partnerships assigned. Closely coordinate with Office of Great Waters Lake Superior Team and Central Office Team for grant project development, management, and implementation. Coordinate with other DNR program resource managers to incorporate their expertise and input into specific projects integration to accomplish their program goals as well as Great Lakes goals.
- D3. Participate in monthly OGW staff meetings, contribute to organizational strategic planning initiatives as directed by the supervisor, and provide information for DNR reports and management briefings.

- D4. Prepare forms and reports as necessary for personnel and budget accounting purposes in a timely manner.
- D3. Review and keep abreast of changes in scientific knowledge of position-related activities and in technology and management practices.
- D4. Participate in job-related training as approved by supervisor to enhance job skills and performance.
- D5. Conduct all activities in accordance with the Office of Great Waters, Water Quality Bureau and Department safety guidance.
- D6. Management of projects and other special assignments and duties as assigned by Lake Superior Supervisor.

Knowledge, Skills, and Abilities

1. Degree in biology, aquatic biology, chemistry, water chemistry, geology or earth sciences, environmental toxicology (aquatic emphasis), water resources management, environmental engineering, water resources engineering, or its equivalent in professional water resources management work experience.
2. Expertise in Great Lakes ecosystem, resource management, water quality issues, aquatic invasive species, and other issues affecting Great Lakes ecosystem health.
3. Advanced knowledge of sediment management & associated water quality issues
4. Advanced knowledge of issues related to contaminants in the environment, particularly associated with sediments.
5. Expertise in water quality and limnological principles, monitoring methods and water quality assessments, particularly those used to collect and sample sediment, macroinvertebrates, and water quality and quantity.
6. Experience conducting sediment and water quality monitoring field work involving the use of boats, associated sampling equipment and ability to work in various weather conditions.
7. Expertise and experience applying the principles of quality management and quality assurance techniques related to collection, handling, and laboratory analysis of sediment and water quality sampling data.
8. Knowledge and experience applying the principles of fluvial geomorphology and sediment transport.
9. Knowledge of the uses and applications of spatial models especially those that relate to contaminated sediment and nearshore and hydrologic processes.
10. Habitat protection principles for water, wetlands and terrestrial ecosystems.
11. Knowledge of state water program regulatory requirements.
12. Experience with project management including coordination with multiple parties and monitoring progress relative to established objectives and timelines.
13. Demonstrated ability to productively manage complex situations, manage conflict, evolve partnerships, and develop consensus to achieve goals
14. Effective written and oral communication skills.
15. Experience applying principles of collaborative problem solving.
16. Experience with office technology systems, such as MS Office, data management systems, and internet applications. Experience with data or statistical analysis tools, such as R or others.

17. Understanding of the Lake Superior ecosystem, resource management, sediment quality, dredging and dredged material management, water quality issues, aquatic invasive species, and other issues affecting Lake Superior.
18. Understanding of Lake Superior monitoring needs and coordination necessary to effectively collaborate with other DNR programs and partners.
19. Proficient in EPA's National Coastal Condition Assessment protocols and methods.
20. Advanced knowledge of programs and plans specifically related to Great Lakes and specifically Lake Superior, such as Areas of Concern (AOC), Lakewide Management Plans (LAMP's), Bi-National Program, Remedial Action Plans (RAPs), Great Lakes Water Quality Agreement (GLWQA), etc.
21. Advanced knowledge of Great Lakes and Lake Superior organizations, i.e. Federal, Tribal, other Great Lakes states, non-governmental, Areas of Concerns, etc.
22. Understanding of state activities and processes to implement requirements of the Clean Water Act, including water quality certifications under CWA 401 for activities that may affect water quality and that require a federal license or permit.
23. Understanding of Wisconsin assessment and listing methodology (WisCALM) for Clean Water Act reporting, assessment protocols to determine condition and to plan management options
24. Knowledge of Department of Natural Resources policies, procedures and management systems.

Physical and Environmental Factors:

The position has a physical requirement of lifting up to 25 pounds; there will be times when the incumbent participates in field activities related to project management and monitoring. This will involve driving automobiles/trucks, trailering and driving boats, walking to remote sites, using handheld instruments, lifting, and carrying equipment, wading in streams, lakes and wetlands, conducting physical activities on site such as vegetation management or planting. Computer keyboarding will be common and frequent at all times of the year.

Depending on the time of year, activities occur inside and outside. The employee will be exposed to extreme cold (temperatures below 32 degrees for periods of an hour or more), extreme heat (temperatures above 100 degrees for periods of more than one hour), sun, wind, and rapidly changing weather conditions. There may be exposure to wavy or rough water conditions, winter work on ice-covered waters, and work with chemicals. The incumbent is required to follow all safety operating procedures (SOP's) to ensure work is conducted in a safe manner.

Special Requirements:

Must be able to meet and maintain DOA fleet standards for eligibility of operating a state-owned vehicle.

This position will also require employees to possess a Boating Safety Education Certificate (often referred to as "Wisconsin Boating License" or "Wisconsin Boater Education Card") as proof that you have successfully completed all state-mandated boater education requirements within the first 3 months of the job.

Remote Work: This position is suitable for remote work and will follow current department policy.