



The **Minnesota Board of Water and Soil Resources (BWSR)** is the state of Minnesota's soil and water conservation agency. BWSR works with partners to prevent sediment and nutrients from entering our lakes, rivers, and streams; enhance fish and wildlife habitat; improve soil health and protect wetlands. The 20-member board consists of representatives of local and state government agencies and citizens.

Job Details

Working Title: Outcomes Analyst Job Class: Research Analysis Specialist Agency: Board of Water & Soil Resources

- **Job ID:** 78468
- **Location:** Various
- **Hybrid work Eligible:** Yes
- **Full/Part Time:** Full-Time
- **Regular/Temporary:** Limited/Temporary
- **Who May Apply:** Open to all qualified job seekers
- **Date Posted:** 07/16/2024
- **Closing Date:** 08/07/2024
- **Hiring Agency/Seniority Unit:** Board of Water & Soil Resources-MAPE
- **Division/Unit:** BWSR / Regional Ops
- **Work Shift/Work Hours:** Day Shift
- **Days of Work:** Monday - Friday
- **Travel Required:** yes- Est. 10%
- **Salary Range:** \$27.84 - \$40.82 / hourly; \$58,129 - \$85,232 / annually
- **Classified Status:** Unclassified
- **Bargaining Unit/Union:** 214 - MN Assoc of Professional Empl/MAPE
- **End Date:** 01/01/2026
- **FLSA Status:** Exempt - Professional
- [Designated in Connect 700 Program for Applicants with Disabilities:](#) Yes

The work you'll do is more than just a job.

At the State of Minnesota, employees play a critical role in developing policies, providing essential services, and working to improve the well-being and quality of life for all Minnesotans. The State of Minnesota is committed to equity and inclusion, and invests in employees by providing benefits, support resources, and training and development opportunities.

Job Summary

This position will develop and execute technical statistical analysis of watershed tools and end user services to agency partnerships. Coordinates analysis data from state systems such as eLINK, watershed decision support tools such as PTMapp, and other BWSR applications in clear, concise and understandable forms useful for reporting information to decision makers and program development. This position will coordinate with the Measures and Outcomes Coordinator and/or BWSR lead staff to conduct data mining and analysis, reporting and visualization for the agency's watershed management work.

Qualifications

Minimum Qualifications

Two (2) years of professional work experience in soil and water conservation, hydrology, watershed management, water quality practices, land use planning, or closely related technical field research, data management, analysis, or statistical reporting.

- A bachelor's degree in bachelor's degree in Geographic Information Systems, Information Technology, data science, natural resources, water resources, agricultural science or research, Statistics, may substitute for one year of professional experience; an associate degree in research, in Geographic Information Systems, Information Technology, data science, natural resources, water resources, agricultural science may substitute for six months professional experience.

Experience should demonstrate:

- Research skills sufficient to analyze requests, define needs, develop objectives and determine the resources needed to produce reports.
- Statistical techniques sufficient to determine the research methodology to be used for major program studies.
- Ability to plan and outline procedures necessary in the compilation of data for major studies.
- Ability to collect, analyze and interpret complex statistical data and present interpretations in clear, concise form.
- Skill in writing for and speaking to the public and to interpret complex statistical data to lay persons.
- Project management skills.

Preferred Qualifications

Advanced degree or bachelor's degree in Geographic Information Systems, Information Technology, data science, natural resources, water resources, agricultural science.

Proficiency in creating data visualizations to graphically represent information and data.

- Proficiency in Transact SQL to find, change or otherwise manipulate information in relational databases.
- Analyzing data – gathering relevant information from different sources and identifying important relationships; breaking complex problems/issues into manageable, actionable components.

Physical Requirements

Requires occasionally lifting and/or carrying such articles as file folders, ledgers, and small tools. Although a sedentary job is defined as one which involves sitting, a certain amount of walking and standing is often necessary in carrying out job duties. This job may require walking or standing to a significant degree on rough terrain or may involve sitting most of the time with pushing and pulling of arm and/or leg controls.

Additional Requirements

This position requires an unrestricted Class D Driver's License with a clear driving record.

It is policy of the Board of Water and Soil Resources that all candidates submit to a background check prior to employment. The background check may consist of the following components:

1. Driver's License DMV Check
2. Employment Reference Check
3. SEMA4 Records Check
4. Criminal History Check
5. Conflict of Interest Review

Application Details

How to Apply

Select "Apply for Job" at the top of this page. If you have questions about applying for jobs, contact the job information line at [651-259-3637](tel:651-259-3637) or email careers@state.mn.us. For additional information about the application process, go to <http://www.mn.gov/careers>.

Contact

If you have questions about this position, contact Marcey Westrick at marcey.westrick@state.mn.us or [651-284-4153](tel:651-284-4153).

- Visit the BWSR Careers site for a copy of the Position description for more details.

To receive consideration as a Connect 700 Program applicant, apply online, email the Job ID#, the Working Title and your valid Proof of Eligibility Certificate by the closing date to Patricia Sweep at patricia.sweep@state.mn.us.

Working together to improve the state we love.

What do Minnesota's State employees have in common?

- A sense of purpose in their work
- Connection with their coworkers and communities
- Opportunities for personal and professional growth

Benefits

As an employee, you'll have access to one of the most affordable health insurance plans in Minnesota, along with other benefits to help you and your family be well.

Your benefits may include:

- Paid vacation and sick leave
- 12 paid holidays each year
- Low-cost medical, dental, vision, and prescription drug plans
 - Fertility care, including IVF
 - Diabetes care
 - Dental and orthodontic care for adults and children
- 6 weeks paid leave for parents of newborn or newly adopted children
- Pension plan that provides income when you retire (after working at least three years)
- Employer paid life insurance to provide support for your family in the event of death
- Short-term and long-term disability insurance that can provide income if you are unable to work due to illness or injury
- Tax-free expense accounts for health, dental, and dependent care
- Resources that provide support and promote physical, emotional, social, and financial well-being

Support to help you reach your career goals:

- Training, classes, and professional development
- Tuition reimbursement *<Remove this bullet if this position is not eligible for tuition reimbursement>*
- Federal Public Service Loan Forgiveness Program (Some positions may qualify for the Public Service Loan Forgiveness Program. For more information, visit the Federal Student Aid website at studentaid.gov)

Employee Assistance Program (EAP) for work/life support:

- A voluntary confidential program that helps employees and their families with life challenges that may impact overall health, personal well-being, or job performance
- Common sources of stress can be addressed through the EAP: mental health, relationship challenges (personal and work), grief and loss, finances, and legal issues
- Daily Living/Convenience Services: Chore services, home repair, trip planning, child/elder care

Programs, resources and benefits eligibility varies based on type of employment, agency, funding availability, union/collective bargaining agreement, location, and length of service with the State of Minnesota.

EQUAL OPPORTUNITY EMPLOYERS

Minnesota state agencies are equal opportunity, affirmative action, and veteran-friendly employers. State agencies are committed to creating a workforce that reflects the diversity of the state and strongly encourages persons of color and Indigenous communities, members of the LGBTQIA2S+ community, individuals with disabilities, women, and veterans to apply. The varied experiences and perspectives of employees strengthen the work we do together and our ability to best serve Minnesotans.

All qualified applicants will receive consideration for employment without regard to race, color, creed, religion, national origin, sex (including pregnancy, childbirth, and disabilities related to pregnancy or childbirth), gender

identity, gender expression, marital status, familial status, age, sexual orientation, status regarding public assistance, disability, veteran status or activity in a local Human Rights Commission or any other characteristic protected by law.

APPLICANTS WITH DISABILITIES

Minnesota state agencies make reasonable accommodations to their employees and applicants with disabilities. If you have a disability and need assistance in searching or applying for jobs with the State of Minnesota, call the job information line at [651-259-3637](tel:651-259-3637) or email careers@state.mn.us and let us know the support you need.