



Manager, Office of Stormwater Permitting and Compliance

Hiring Range: \$105,000-\$150,000

Closing at: Jun 29, 2026

Location: Richmond, VA

Are you passionate about protecting Virginia’s environment and creating a lasting impact across our communities? The Virginia Department of Environmental Quality (DEQ) is seeking a forward thinking, collaborative leader to serve as the Manager of the new Office of Stormwater Permitting and Compliance—a role that will shape the future of stormwater management across the Commonwealth of Virginia. The Manager for the Office of Stormwater Permitting and Compliance oversees the Construction Stormwater Management and Municipal Separate Storm Sewer System (MS4) programs, as well as the ongoing updates to the Stormwater Management Handbook.

Duties include directing permitting, plan review, and compliance activities. Duties also include engaging with local governments, industry partners, and stakeholders to establish stormwater policies and guidance, and advance the adoption of new technologies and best practices to ensure the protection and enhancement of Virginia’s surface waters. Please note:

This position is open until filled, it may be closed at any time after an initial 5-day recruitment period if a suitable candidate pool is identified. This position follows a hybrid work schedule to include both in-office and telework. Candidates must be able to work from the assigned work location in Virginia.

RESPONSIBILITIES

Lead and Inspire: Direct the Central Office’s Construction Stormwater Management and MS4 programs, providing visionary leadership to a talented team of professionals.

Program Oversight: Ensure consistent, effective implementation of stormwater management programs in alignment with state and federal laws, regulations, and DEQ’s mission.

Strategic Direction: Set program priorities, develop innovative procedures and guidance, and champion best practices to advance DEQ goals.

Stakeholder Engagement: Represent DEQ as a subject matter expert, facilitating productive dialogue with regulatory agencies, local governments, and community partners.

Problem Solving: Tackle emerging challenges with creativity and expertise, delivering timely solutions that safeguard Virginia’s water quality.

Collaboration: Foster strong internal and external relationships, promoting teamwork and open communication to achieve shared goals.

Continuous Improvement: Mentor and develop staff, cultivating a culture of excellence, accountability, and professional growth.

QUALIFICATIONS

Professional Experience: Demonstrated success in developing stormwater management programs, including planning, design, and implementation of environmental statutes, regulations, and policies.

Regulatory Expertise: Knowledge of state and federal stormwater management regulations and guidance, program analysis, and policy development.

Leadership Skills: Proven ability in performance planning, staff supervision, and team development.

Analytical and Communication Skills: Strong problem-solving abilities, with a talent for clear, persuasive communication and stakeholder engagement.

Education & Training: Combination of training, experience and/or education in engineering, environmental science, public administration, or a related technical field.

Preferred Credentials: Licensed Professional Engineer (PE) certification desired.

DEQ Leadership Competencies: Demonstrates self-awareness, strategic thinking, relationship-building, results orientation, and technical proficiency.

Compliance: Must complete an annual Statement of Economic Interest and Virginia State and Local Conflict of Interest Act Training (bi-annually).

At DEQ, you will join a team of passionate and mission drive professionals dedicated in making a real difference in Virginia's environment and communities. You'll lead innovative programs, influence policy, and collaborate with partners to deliver meaningful, lasting change. If you're an inspired leader ready to take on a high impact role, we encourage you to apply and help protect Virginia's waters for generations to come. For more information and how to apply, visit [Search Jobs - DEQ Careers](#)

Where meaningful work meets exceptional benefits. Below is just a glimpse of what we offer!

Health Benefits

We offer affordable health insurance supporting health and wellness, mental health, emergency care and prescription drugs, ensuring access to quality healthcare. For a complete list visit [Employee Benefits](#).

Leave Options

14 paid holidays, including annual, family personal, sick, parental and school assistance/volunteer and more! For a complete list visit [Employee Benefits](#)

Work/Life Balance

Telework and alternate work schedules, education assistance and public service student loan forgiveness and more! For more information visit [Employee Benefits](#).

Retirement /Life Insurance Benefits

Membership in the Virginia Retirement System (VRS) is automatic. The VRS retirement plan is a qualified 401(a) defined benefit plan which pays eligible members a lifetime benefit amount based on years of service, age, and compensation. VRS members are also eligible for life insurance and may also participate in the Virginia Deferred Compensation Plan. Additional information can be found at www.varetire.org.