



Working Title: Climate and Industrial Policy Engineer

Job Class: Engineering Specialist Senior

Agency: Pollution Control Agency

- **Job ID:** 92961
- **Location:** Various
- **Telework Eligible:** Yes
- **Full/Part Time:** Full-Time
- **Regular/Temporary:** Limited
- **Who May Apply:** Open to all qualified job seekers
- **Date Posted:** 03/26/2026
- **Closing Date:** 04/15/2026
- **Hiring Agency/Seniority Unit:** Pollution Control Agency / Pollution Control-MGEC
- **Division/Unit:** Climate Policy Unit
- **Work Shift/Work Hours:** Day Shift
- **Days of Work:** Monday - Friday
- **Travel Required:** No
- **Salary Range:** \$35.48 - \$52.27 / hourly; \$74,082 - \$109,139 / annually
- **Classified Status:** Unclassified
- **End Date:** 04/30/2029
- **FLSA Status:** Exempt - Professional
- [Designated in Connect 700 Program for Applicants with Disabilities:](#) No

This position may be located at one of the MPCA office locations: St. Paul, Brainerd, Duluth, Rochester, Detroit Lakes, Marshall or Mankato.

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 exists to provide engineering and technical expertise to climate program staff and leadership to support the Climate Section and Air Sections. These responsibilities include conducting engineering reviews, evaluation, and analysis of statewide climate and air regulations and programs.

The position requires knowledge of principles and practices of engineering; in particular, air pollution control engineering and industrial processes and the state and federal regulations that govern these processes. Other relevant topics of expertise include: energy generation, greenhouse gas mitigation, and industrial decarbonization.

In addition, this position conducts or participates in the development and review of policy, Request for Proposals, grant applications, site visits, and other special projects related to industrial innovation for the Minnesota Climate Smart Food Systems (CSFS) Program. The Minnesota CSFS Program is a suite of programs focused on a holistic approach to reduce climate pollution and build equity in Minnesota's food systems.

This position also requires effective analytical and problem-solving skills for resolving technical matters and the ability to effectively communicate these analyses orally and in writing. This position will organize, lead, and manage multi-functional work teams and requires excellent organizational, communication and interpersonal skills.

Minimum Qualifications

Bachelor's degree in Civil, Chemical, Mechanical, Environmental, Bioproducts and Biosystems or similar engineering field with an environmental emphasis from an accredited engineering college;

AND

Three (3) years of environmental engineering experience with working knowledge of air permitting engineering principles, Minnesota and federal air and climate rules, regulations, policies, procedures, and guidelines

AND

Ability to lead and coordinate technical groups for the development and implementation of technical guidance and process improvements.

Project management skills and experience and ability to bring projects to conclusion, including working across interdisciplinary teams

Effective human relations skills to work with clientele, staff and other partners.

Excellent communication skills including written and oral communications to sufficiently communicate technical materials to a wide variety of audiences.

Effective analytical and problem-solving skills for resolving technical matters.

Knowledge of greenhouse gas mitigation approaches and/or greenhouse gas emissions in different sectors.

The Minnesota Pollution Control Agency will not sponsor applicants for work visas including F-1 STEM OPT extensions. In compliance with federal law, all persons hired will be required to verify identity and eligibility to work in the United States and to complete the required employment eligibility verification form upon hire. Individuals must be legally authorized to work in the United States.

Preferred Qualifications

Knowledge of state and federal air pollution control engineering and industrial processes.

Knowledge of greenhouse gas mitigation and decarbonization approaches from industrial facilities, in particular food and beverage

Knowledge of major industrial sectors in Minnesota or the Midwest Knowledge of public health and environmental impacts of air pollution Experience creating policy initiatives.

Ability to learn new regulations quickly, then synthesize and summarize complex information quickly.

Ability to evaluate multiple policy and program options and present recommendations to agency decision makers.

Analytical and problem-solving skills for resolving technical matters with good initiative skills to identify issues, develop solutions, and take action.

Physical Requirements

Ability to conduct site visits at industrial facilities and occasionally lifting and/or carrying such articles as file folders, ledgers, and small office equipment.

Additional Requirements

Position duties may require travel but driving is not a minimum qualification or essential function of this position. Employees who may drive for state business will need their driver's license checked prior to operating a state vehicle.

It is the policy of the Minnesota Pollution Control Agency that all candidates submit to a background check prior to employment. The background check may consist of the following components:

- Conflict of Interest Review
- Criminal History Check
- Education Verification
- Employment Reference / Records Check
- License / Certification Verification where applicable

How to Apply

Select "Apply for Job" at the top of this page. If you have questions about applying for jobs, contact the Careers Help Desk at [651-2593637](tel:651-2593637) 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 Donovan Baugh at donovan.baugh@state.mn.us.

About Pollution Control Agency

Our mission is to protect and improve the environment and human health. We work with many partners (citizens, communities, and businesses, all levels of government, environmental groups and educators) to prevent pollution, conserve resources, and to help ensure polluting does not have disproportionate impact on any groups of people. We emphasize work-life balance with flex schedules, compressed schedules, and options to telework for some positions.

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
- 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 Careers Help Desk at [651-259-3637](tel:651-259-3637) or email careers@state.mn.us and let us know the support you need.