



Senior Archaeologist

Spokane, WA

HRA is seeking a Senior Archaeologist in Spokane, Washington, to join our collaborative team of experts. This position is the key leadership role in the Spokane office and will supervise a team of up to three or more professional archaeologists. **There is regional leadership growth potential for the right candidate in this role.**

The Senior Archaeologist is a salaried, full-time, hybrid position with an anticipated salary of \$85,873–132,110 depending on experience and qualifications. Position requires residence in the immediate Spokane vicinity. A relocation stipend for candidates living outside the Spokane area will be provided.

At HRA, we encourage and support employees in their career development. We support staff through individualized development roadmaps that include ongoing professional development, conference attendance, conference presentation, and mentorship.

HRA offers competitive compensation and a full benefits package that includes an accelerated vacation accrual for senior roles, sick leave, holidays, medical/dental/vision insurance, a 401(k) and Roth retirement plan.

Summary of the Role:

The Senior Archaeologist is a project manager and leads/manages projects in the Spokane area. They manage all project tasks and supervise the project team while taking a leadership role in marketing, proposal preparation, and business development including client contact and budgets. Full position description available upon request.

- Project Management – Budgeting, scheduling, client and community engagement, and timely deliverables to clients.
- Employee Supervision – Employee life-cycle supervision, mentorship and development of professional staff, performance management, and team building.
- Technical Expertise – Navigation of federal and state regulatory contexts, direct and oversee archaeological survey, excavation and analysis, accuracy of data, and fulfillment of project scope.
- Business Development – Securing new and repeat work through proposals, scoping and costing, and client relationships.
- Culture of Safety and Inclusivity – Commitment to safe work practices, collaborative working environment, and promoting equity and inclusivity.
- Tribal and Agency Engagement – Experience engaging with Tribes, public agencies, and SHPOs; regional experience preferred.

Required Qualifications:

- Master's degree in Archaeology, Anthropology, or Cultural Resources Management.
- 8 to 10+ years of advanced CRM experience in a CRM consultant environment and in the application of appropriate state and federal legislation, regulations, documents, and procedures.
- 5+ years employee life-cycle supervision experience.
- Extensive experience leading and working with field crews, compiling and analyzing research data, producing reports, and preparing and executing archaeological permits, technical plans, and agreement documents in both state and federal legislative contexts.
- Extensive experience working collaboratively with clients, conducting business development, managing large proposals, and developing and adhering to scopes and budgets; previous experience using project management software preferred.
- Meets the Secretary of the Interior's professional qualifications standards in archaeology and any applicable state qualifications.

Please submit a letter of interest, résumé with three references, and a short writing sample to Human Resources at HR@hrassoc.com.

No phone calls, please. Only qualified candidates with an advanced degree will be considered for interviews. Interviews will be conducted with qualified applicants as they apply, and position will remain open until filled.

HRA is an Equal Opportunity Employer. We are committed to providing an environment of respect and inclusion where equal employment opportunities are available to all applicants and employees. Applicants and employees will not be discriminated against on the basis of race, color, religion, sex, sexual orientation, gender identity and expression, disability, national origin, protected veteran status, status as a victim of domestic violence, stalking, or sexual harassment, or any other status protected under federal, state, or local law. If you need to request an accommodation related to disability, religion, or related to domestic violence, stalking or sexual harassment, please contact Human Resources.