



# California Occupational Guides

Guide for



## Environmental Compliance Managers in California

**May also be called:** Environmental Compliance Coordinators; Environmental Managers; Environmental Project Compliance Managers; Environmental Compliance Project Managers

### What Would I Do?

Environmental Compliance Managers plan, direct, or coordinate activities of an organization to ensure compliance with local, State, and federal environmental laws and regulations. They may develop, review, analyze, audit, or revise environmental compliance documents in areas such as air and water quality and hazardous waste. Environmental Compliance Managers prepare and maintain permit applications, such as the National Pollutant Discharge Elimination System (NPDES). They write and distribute comprehensive reports to company executives and regulatory agencies. They work closely with regulatory agency personnel to ensure compliance with environmental laws and permits. Therefore, they must be familiar with local, State, and federal regulatory agencies and their areas of jurisdiction.

Environmental Compliance Managers must stay up to date with environmental laws and regulations which may affect a firm's policies or practices. They develop strategies and provide environmental oversight to businesses. Environmental Compliance Managers monitor and investigate various program procedures for soil or groundwater remediation. They may supervise, perform, evaluate, and verify test results from field sampling and laboratory analysis in areas being monitored for compliance.

Environmental Compliance Managers may develop mitigation for environmental impacts identified through the California Environmental Quality Act (CEQA) or the National Environmental Policy Act (NEPA) review. Managers also train personnel on environmental regulations and company procedures.

### Tools and Technology

Environmental Compliance Managers use a variety of tools in the course of their work, including the CEQA and NEPA manuals, computers, and environmental testing equipment. They also use software, such as analytical, modeling, scientific, compliance, database management, GIS, and office suite.

### Important Tasks and Related Skills

A formal survey to determine specific skills requirements for Environmental Compliance Managers has yet to be completed. Therefore, the sample skills shown below are common for the two closest occupations to Environmental Compliance Managers: Compliance Managers and Environmental Compliance Inspectors. Each task is matched to a sample skill required to carry out the task.

<b>Task</b>	<b>Skill Used in this Task</b>
Research and keep informed of pertinent information and developments in areas such as Environmental Protection Agency (EPA) laws and regulations.	Law and Government
Provide employee training on compliance related topics, policies, or procedures standards.	Learning Strategies
Verify that all regulatory policies and procedures have been documented, implemented, and communicated.	Reading Comprehension
Verify that software technology is in place to adequately provide oversight and monitoring in all required areas.	Computers and Electronics
Advise technical professionals on the development or use of environmental compliance or reporting tools.	Oral Expression
Conduct environmental audits to ensure adherence to environmental standards.	Quality Control Analysis
Develop or implement environmental compliance plans for programs, such as air quality, storm water, wastewater treatment, hazardous waste management, pollution prevention, or solid waste management.	Complex Problem Solving
Direct environmental programs, such as air or water compliance, aboveground or underground storage tanks, spill prevention or control, hazardous waste or materials management, solid waste recycling, medical waste management, indoor air quality, integrated pest management, employee training, or disaster preparedness.	Critical Thinking
Evaluate testing procedures to meet the specifications of environmental monitoring programs.	Systems Evaluation
Review or modify policies or operating guidelines to comply with changes to environmental standards or regulations.	English Language

Sources: U.S. Department of Labor [Occupational Information Network \(O\\*NET\)](https://online.onetcenter.org/) at [online.onetcenter.org](https://online.onetcenter.org/).

### **Working Conditions**

Environmental Compliance Managers may work in office buildings or outdoors in various types of weather. Some may spend time traveling to other facilities or businesses to conduct environmental audits. They may be required to lift or carry items over 20 pounds, climb ladders, stand for hours, and work on moving platforms at various heights. They should be properly trained in health and safety procedures to reduce risks. Many Environmental Compliance Managers work a standard 40-hour week; however, some may be required to work longer hours.

Unionization is not common in this occupation unless working for a regulatory agency.

### **Will This Job Fit Me?**

People who are concerned about the environment may enjoy this type of work. This occupation could be a good fit for those who enjoy activities that are organized, clearly defined, and require accuracy and attention to detail. This occupation may also interest those who have good oral and written communication abilities, as well as decision-making skills.

## ***What Wages and Benefits Can I Expect?***

### **Wages**

A formal salary survey is not available; however, references to annual salaries range from \$60,000 to \$108,000. All salaries depend on the pay structure established by each employer for work performed, the nature of the project, and the skill of the Manager. Generally, workers in large cities earn higher wages than those who work in small towns and rural areas.

### **Benefits**

Employers may provide health and life insurance, sick leave, vacation, and retirement plans.

## ***What is the Job Outlook?***

As this is an emerging occupation, the number of Environmental Compliance Managers in California is unknown at this time. Employment opportunities should increase in the future considering society's growing interest in environmental protection and the development of alternative energy sources.

## ***How Do I Qualify?***

### **Education, Training, and Other Requirements**

A bachelor's degree in biology, chemistry, environmental science or studies, environmental engineering or a related field is usually the minimum educational level that employers will consider for a position as an Environmental Compliance Manager. Additional college courses in statistics may also be very valuable. Environmental Compliance Managers need to have been educated in and knowledgeable of CEQA, California Land Use Policy, and NEPA. They should also have an understanding of hazardous materials, wastewater discharge, waste minimization, pollution control, and underground and above ground storage tank compliance.

### **Experience**

Many employers require at least five years of experience in environmental compliance and a comprehensive understanding of environmental laws, regulations, and programs.

### **Early Career Planning**

High school students planning to become Environmental Compliance Managers should take courses in computer technology, English, mathematics, physical and life sciences, and statistics.

### **Continuing Education**

Some certifications may require continuing education for renewal purposes; however, most Environmental Compliance Managers stay current with changes to environmental laws and regulations.

### **Licensing and Certification**

While a Professional Engineer's (PE) license is not required for Environmental Compliance Managers, some Managers who have a degree in engineering may possess a PE license. The PE license generally requires a degree from a college or university offering an engineering program accredited by the Accreditation Board for Engineering and Technology (ABET), four years of relevant work experience under the oversight of a licensed Engineer, and completion of an examination. The license must be renewed every two years. For more information, contact the California Board for Professional Engineers, Land Surveyors, and Geologists Web site at [www.pels.ca.gov](http://www.pels.ca.gov).

Environmental Compliance Managers can receive one or more voluntary certifications, such as Asbestos Management, Hazardous Waste Operations and Emergency Response Standard (HAZWOPER), Professional in Storm Water Quality, Register Environmental Manager (REM), and Certified Environmental Systems Manager (CESM) from multiple professional organizations. Certification is granted to individuals who meet the minimum education and work experience requirements, and pass an

examination. Certification from professional organizations can be useful for promotional reasons. For more information, go to the U.S. Department of Labor's Career InfoNet Web site at [www.acinet.org](http://www.acinet.org) and scroll down to "Career Tools." Click on "Certification Finder" at [www.acinet.org/certifications\\_new/default.aspx](http://www.acinet.org/certifications_new/default.aspx) and follow the instructions to locate certification programs.

### **Where Can I Find Training?**

There are two ways to search for training information at [www.labormarketinfo.edd.ca.gov/?Pageid=1013](http://www.labormarketinfo.edd.ca.gov/?Pageid=1013):

- [Search by Field of Study](#) to find what programs are available and what schools offer those programs. You may use keywords such as: Compliance or Environmental.
- [Search by Training Provider](#) to find schools by name, type of school, or location.

Contact the schools you are interested in to learn about the classes available, tuition and fees, and any prerequisite course work.

### **Where Would I Work?**

A formal survey of industries has not been conducted for Environmental Compliance Managers at this time. However, references from subject matter experts and job listings indicate that the largest industries employing Environmental Compliance Managers in California are construction, government, manufacturing, and professional and technical services.

### **Finding a Job**

Direct contact with employers is a traditional means to finding a job as an Environmental Compliance Manager. Jobs may also be found through college placement offices, job fairs, or online job boards.

**Online job opening systems** include JobCentral at [www.jobcentral.com](http://www.jobcentral.com) and CaJOBS<sup>SM</sup> at [www.caljobs.ca.gov](http://www.caljobs.ca.gov).

To find your nearest One-Stop Career Center, go to [Service Locator](#) at [www.servicelocator.org](http://www.servicelocator.org). View the [helpful job search tips](#) at [www.labormarketinfo.edd.ca.gov/ocguides/JobSearchTips.pdf](http://www.labormarketinfo.edd.ca.gov/ocguides/JobSearchTips.pdf) for more resources. (requires [Adobe Reader](#)).

### **Yellow Page Headings**

You can focus your local job search by checking employers listed online or in your local telephone directory. Below are some suggested headings where you might find employers of Environmental Compliance Managers.

- Compliance
- Environmental
- Environmental Compliance
- Environmental Consulting

### **Find Possible Employers**

To locate a list of employers in your area, use "Find Employers" on the LaborMarketInfo Web site at [www.labormarketinfo.edd.ca.gov/aspdotnet/databrowsing/empMain.aspx?menuChoice=emp](http://www.labormarketinfo.edd.ca.gov/aspdotnet/databrowsing/empMain.aspx?menuChoice=emp)

- Select the search for employers by occupation.
- Select a geographic area.
- Search for an occupation by keyword, occupation, or category.
- Select one of the top industries that employ the occupation.
- This will give you a list of employers in that industry in your area.
- Click on "View Filter Selections" to limit your list to specific cities or employer size.
- Click on an employer for the street address, telephone number, size of business, Web site, etc.
- Contact the employer for possible employment.

### Where Could This Job Lead?

With increasing experience and skills, Environmental Compliance Managers may have opportunities for advancement to better-paying senior positions.

### Related Occupations

Below is a list of occupations related to Environmental Compliance Managers.

- Compliance Managers (11-9199.02)
- Environmental Compliance Inspectors (13-1041.01)
- Environmental Engineers (17-2081)

### Other Sources

- California Board for Professional Engineers and Land Surveyors  
[www.pels.ca.gov](http://www.pels.ca.gov)
- California Department of Consumer Affairs  
[www.dca.ca.gov](http://www.dca.ca.gov)
- California Environmental Protection Agency  
[www.calepa.ca.gov](http://www.calepa.ca.gov)
- Occupational Safety & Health Administration  
[www.osha.gov](http://www.osha.gov)
- U.S. Environmental Protection Agency  
[www.epa.gov](http://www.epa.gov)
- Accreditation Board for Engineering and Technology  
[www.abet.org](http://www.abet.org)
- Association of Environmental Professionals  
[www.califaep.org](http://www.califaep.org)
- National Registry of Environmental Professionals  
[www.nrep.org](http://www.nrep.org)

These links are provided for your convenience and do not constitute an endorsement by EDD.

### For the Career Professional

The following codes are provided to assist counselors, job placement workers, or other career professionals.

System	Code
SOC – <a href="http://www.bls.gov/soc">Standard Occupational Classification</a> at <a href="http://www.bls.gov/soc">www.bls.gov/soc</a>	N/A
O*NET – <a href="http://online.onetcenter.org">Occupational Information Network</a> at <a href="http://online.onetcenter.org">online.onetcenter.org</a>	N/A

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