

HRA has immediate openings for archaeologists at all levels in Eugene and Portland, Oregon; Seattle and Spokane, Washington; Missoula, Montana; and Boise, Idaho.

Why HRA?

HRA is a nationally respected women-owned small business. Our dedicated cultural resources management (CRM) team is committed to the identification and protection of historic resources. We pride ourselves on our collaboration with Tribes and communities, as well as on our internal collaboration and teamwork. **If fast-paced and fulfilling work balanced with midday river swims, pet-friendly offices, and problem solving over jigsaw puzzles appeals to you, we might be the perfect fit!**

We also provide:

- **Competitive salaries** at or above market rates (dependent on skills, education, capabilities, and location), specifically:
 - Archaeologist 1: \$57,000–100,000
 - Archaeologist 2: \$65,000–115,000
 - Archaeologist 3: \$76,000–136,000
 - Senior Archaeologist: \$82,000–150,000
- **Generous Paid Time Off (PTO)** policies:
 - Aggressive vacation accrual tiers
 - Separate sick and safe leave, personal time, and holidays
- **Comprehensive Benefits:**
 - Medical plan options, including plans with no-cost employee coverage.
 - Dental and Vision options
 - Voluntary insurance options
 - Two employee assistance programs (EAPs), including free counseling, will preparation, and more
- **Professional Development opportunities** via annual budget and paid time for conferences, leadership development, and specialty training
- **Enhanced retirement (401k and ROTH) matching contributions and profit sharing** for long-term wealth building
- **Hybrid in-office and remote/work from home flexibility**
- **A culture that prioritizes safety and respect!**

Who We're Looking For

- Archaeologists with a **minimum** of 2 years of professional experience (outside academia) in Washington, Oregon, Idaho, and/or Montana.

- Must have a master's degree in Archaeology or related field and meet the Secretary of the Interior's professional qualifications standards in Archaeology.

More About the Positions:

- **Archaeologist 1:** You bring enthusiasm, strong field skills, and a desire to learn and grow.
- **Archaeologist 2:** You're ready to take on increased responsibilities, manage projects, and expand your technical expertise.
- **Archaeologist 3:** You have leadership, project management, and technical expertise.
- **Senior Archaeologists:** You lead teams, build client relationships, navigate complex regulations, and deliver exceptional work while inspiring others.

What You'll Find at HRA

- **Interesting Projects** – From remote fieldwork and large-scale infrastructure projects to Tribal partnerships, no two days are the same. Depending on your role and experience, work may include:
 - Archaeological surveys, monitoring, testing, and excavations
 - Recording and evaluating cultural resources
 - Laboratory analysis and artifact processing
 - Technical report writing and research
 - Managing projects, budgets, schedules, and project deliverables
 - Coordinating with clients, agencies, and Tribal representatives
 - Mentoring junior staff and leading field crews
 - Developing new business opportunities and strengthening client relationships
 - Opportunities to engage with the public and our communities
 - Helping shape the future of CRM
- **A Team That Supports You** – Our people are our greatest strength! Collaborate with Archaeologists, Architectural Historians, Historians, GIS Specialists, and our dynamic administrative team. We encourage new ideas, diverse perspectives, critical thinking, and innovative approaches to solving challenges.
- **Growth Opportunities** – Whether you're looking to become our next superstar Field Director, Project Manager, technical specialist, or regional leader, we'll help you build a path forward through mentorship, training, and professional development.
- **Meaningful Relationships** – Work closely with Tribes, agencies, communities, clients, and the rest of the HRA team to protect and interpret cultural resources.

Not Sure if You Are Qualified?

Apply anyway! Your next opportunity might be waiting for you.

Ready to Join HRA?

We want to hear from you. Please submit your letter of interest, résumé/CV with three references, and a short writing sample to HR@hrassoc.com. We are conducting interviews as applications are received, so don't wait!

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, or any other status protected under federal, state, or local law.