



**WILDLIFE BIOLOGIST  
JOB ANNOUNCEMENT  
FULL- OR PART-TIME**

**ABOUT NOMAD ECOLOGY, LLC**

Nomad Ecology, LLC is a small environmental consulting firm that specializes in natural resource studies, biological resource documentation for public review documents, and Geographic Information System services. Located in downtown Martinez, California, we are well positioned to provide services in the San Francisco Bay Area and beyond.

Nomad provides biological resources expertise from the beginning phases of project design, helps clients minimize impacts to biological resources, assists clients with obtaining permits from relevant agencies, provides biological monitoring throughout project construction, completes restoration design and implementation after project construction, and conducts long-term monitoring to comply with permit conditions. For over ten years we have provided services that comply with applicable State and federal environmental regulations including the California Environmental Quality Act (CEQA), National Environmental Policy Act (NEPA), federal and State Endangered Species Acts, the California Coastal Act, and the Clean Water Act, among others.

The natural resource related services offered by Nomad support the objectives of privately owned companies, public agencies, and municipalities. Our services are also well suited in the non-profit world by enriching the knowledge of land and resource managers, park agencies, and non-governmental organizations in the facilitation of meaningful stewardship-driven land management. Our approach integrates biological expertise, professional integrity, and advanced technology, allowing us to produce quality products on time and within budget, and cultivate long-term relationships with our clients, business partners, and regulatory agencies.

**JOB SUMMARY**

Nomad Ecology is seeking a Wildlife Biologist to assist with the firm's wildlife related work. As a part of Nomad Ecology, the Wildlife Biologist must be dedicated to an understanding and appreciation of the fauna of California and promote the use of sound science and current technologies available to wildlife science professionals. The work will be both office-based and in the field throughout various locations in California. It requires an individual who is organized, collaborative, possesses strong project management skills, and is enthusiastic about the conservation of California's biological resources.

The successful candidate will work with dedicated staff, principals, sub-consultants, and clients to scope projects, write grant applications and proposals, conduct wildlife related field work, oversee part-time and on-call staff, prepare reports and GIS-based maps, and assist with other tasks typical of a small "all hands on deck" environmental consulting firm. In addition to the tasks listed above, we seek an individual with experience preparing comment letters in response to CEQA and NEPA documents (e.g., Environmental Impact Reports). Although candidates lacking this experience will be considered, the candidate must have strong writing skills and an interest in learning how to prepare CEQA/NEPA comment letters.

This opportunity is primarily geared toward work in the public utilities and public works sectors, particularly water, natural gas, and electric transmission line projects involving maintenance and upkeep of existing infrastructure. The successful candidate will also have the opportunity to work on projects for non-profit organizations (e.g., baseline studies and resource management plans for land trusts). Nomad prides itself on being a "development neutral" firm focused on the conservation of natural resources. Unlike most traditional consulting firms, Nomad does not pursue large-scale development projects (e.g., housing or commercial development) that impact native plant and animal species.

## REPRESENTATIVE RESPONSIBILITIES

### ***Develop and Manage Projects***

- Assist in project scoping and budgeting for new projects, grant proposals, and Requests for Proposals.
- In coordination with Nomad principals, develop schedules and timelines for new and current wildlife related projects.
- Work with Nomad principals and staff to plan seasonal fieldwork, hire and schedule staffing, and otherwise coordinate wildlife related field work.
- Coordinate with Nomad's clients, principals and staff to ensure tasks are completed and contractual obligations are met.
- Maintain project files, perform literature searches, and various other organizational tasks.

### ***Conduct and Coordinate Field Work***

- Conduct reconnaissance-level surveys in support of biological resources documents/products.
- Evaluate the results of the reconnaissance-level surveys, in conjunction with scientific literature, to make scientifically sound recommendations for focused or protocol-level surveys.
- Oversee and conduct habitat assessments, surveys, and other fieldwork pertaining to a wide variety of listed and non-listed wildlife species.
- When necessary, design survey methods for specific wildlife species utilizing current active and passive wildlife survey techniques.
- Develop a suite of data collection templates related to specific wildlife survey tasks to streamline data collection in the field and data entry in-house.
- Conduct and/or coordinate construction monitoring and restoration/mitigation monitoring.
- Develop creative solutions for agency approved passive and active wildlife relocation efforts.

### ***Report and Other Document Preparation***

- Assist writing biological resource documents for baseline resource inventories and management plans, CEQA and NEPA related biological resources documents, land-use planning documents, and constraints analyses.
- Assist in the development of GIS spatial databases and map production in support of wildlife resource documents.
- Occasionally prepare daily or weekly monitoring reports for construction and restoration monitoring projects.
- Prepare rigorous and scientifically defensible comments in response to CEQA or NEPA documents.
- Develop scientifically sound, practical, and innovative mitigation measures.
- Develop scientifically sound and innovative goals and objectives during the development of natural resources management plans.

## REPRESENTATIVE QUALIFICATIONS

- Bachelor's degree in Wildlife Biology, Environmental Studies or related field with at least **5-10 years** of experience as a professional biologist; **or**
- Master's degree in Wildlife Biology, Environmental Studies or related field with at least **2-5 years** of experience as a professional biologist.
- Broad knowledge of the fauna of California with strong competency in field identification.
- Excellent writing and verbal communication skills.
- Experience coordinating field staff and sub-contractors.
- Strong project management experience.
- Strong computer literacy and data entry/analysis proficiency (i.e., Word, Excel, Adobe Photoshop, Google Earth, GIS (preferred), and statistical programs, among others).

- Strong analytical, organizational and time management skills, with excellent attention to detail.
- Ability to independently and efficiently plan and manage multiple complex projects simultaneously.
- Ability to work independently and as part of the Nomad team; demonstrated ability to be a self-starter and exercise mature judgment; while at the same time understanding the Nomad brand and expectations of Nomad's principals.
- Knowledge of CEQA, NEPA, ESA and other environmental laws and regulations.
- Ability to work as part of a team in a small office.

#### **ADDITIONAL DESIRED SKILLS/INTERESTS**

- Hold a section 10(a)(1)(A) permit under the Endangered Species Act for one or more Bay Area species.
- High competency in bird identification, including birding by ear, as well as nest searching.
- When necessary attend interviews during the competitive bid process.
- The ability to help market Nomad's services by demonstrating and communicating your expertise and experience.
- Experience performing public presentations.
- An interest in volunteering unpaid time to environmental organizations.
- Knowledge and appreciation of local and statewide environmental issues.
- Outgoing personality and sense of humor.

#### **ADDITIONAL JOB REQUIREMENTS**

- Work may require travel throughout California (travel expenses are reimbursed).
- Some evening and weekend work may be required to meet deadlines or adhere to agency endorsed survey protocols.
- Possess valid California driver's license.
- Access to a motor vehicle for work related travel.
- Ability to hike, occasionally on rugged terrain.
- Ability to conduct surveys in swift moving water and deep ponds.
- Ability to work outdoors at night and in inclement weather.
- Ability to lift, carry/move small boxes, field equipment, and supplies up to 50 lbs.

#### **STATUS AND SUPERVISION**

This is an exempt, full- or part-time staff position eligible for benefits, based out of our office in Martinez. The position will be supervised by Nomad's principals, and at times will require the Wildlife Biologist to supervise sub-contractors and other staff.

#### **COMPENSATION AND BENEFITS**

This is a mid- to senior-level position. The Wildlife Biologist will serve a key role among Nomad's small group of professionals. Compensation will be generous, and commensurate with qualifications and experience. Nomad Ecology offers benefits that are competitive with other environmental consulting firms of comparable size.

#### **TO APPLY**

Please submit a cover letter, résumé, and three professional references to [nomad@nomadecology.com](mailto:nomad@nomadecology.com). The subject line of your email should read "Wildlife Biologist Application." Upon review of your submittal you may be asked to supply a salary history and writing samples prior to the first round of interviews. Review of applications will begin March 6th and will continue until the position is filled.