**Mid to Senior Level Biologists**

Swaim Biological, Inc. (SBI) is accepting applications for experienced Mid to Senior Level Biologists with a strong background in wildlife biology/botany/wetlands in California. SBI is a small business that provides natural resource consulting services to a variety of clients, including state and local agencies, large consulting firms, land trusts, non-profits, park districts, and private entities. SBI projects range from baseline environmental studies, impact analyses, mitigation, and monitoring to research on special status species for conservation and management. Applicants should have demonstrated permitting experience in California with the following agencies: California Department of Fish and Wildlife, U.S. Fish and Wildlife Service, U.S. Army Corps of Engineers, and California Regional Water Quality Control Board. Experience working with San Francisco Bay Conservation and Development Commission, California Coastal Commission and/or Central Valley Flood Protection Board is a plus.

Position requires the ability to accurately assess effects on biological resources, to interact professionally with clients and technical staff, and to identify solutions to meet client needs. Successful candidates must be able to lead project level and resource level investigations and prepare technical sections of environmental documents, review the work of staff, manage, mentor, and support staff. Periodic travel and field work will be required.

Qualifications: Applicants should have the following qualifications:

• 5+ years of experience in biological or ecological consulting.

• A Bachelor’s degree in Biological Sciences, Environmental Sciences, Wildlife Management, or a related field. A Master’s degree is preferable.

• Experience identifying plant and wildlife species in the field, especially sensitive/listed resources.

• A strong background in ecology or wildlife management and working knowledge of the biology of California’s ecosystems.

• The ability to prepare CEQA/NEPA documents, biological assessments, wildlife inventories, and/or vegetation inventories. Experience conducting aquatic resources delineations is a plus.

• Experience with GPS/GIS and mapping software and apps (ArcMap, Collector, Survey 123), word processing and spreadsheet software.

• Possession of a valid driver’s license with a clean record.

• Willingness and ability to take and pass drug screening and background checks.

• Willingness to travel for site visits and construction monitoring.

SBI headquarters in in Livermore, California but projects are located all over California. Benefits include health insurance, paid holidays, vacation and sick leave, ability to work from home). Please send a cover letter that includes your salary and/or hourly rate request, résumé, up to three writing samples, and three references with contact information, including email to Karen Swaim at: kswaim@swaimbio.com.