



**WILDLIFE BIOLOGIST  
JOB ANNOUNCEMENT  
FULL-TIME**

**ABOUT NOMAD ECOLOGY, LLC**

Nomad Ecology, LLC is a small environmental consulting firm in Martinez, California that specializes in natural resource studies, biological resource documentation for public review documents, and Geographic Information System services. Our business focuses on two general areas: utility infrastructure projects (water, power, and gas) and resource management and inventory for local park districts, land trusts, and habitat conservancies. Our clients and projects are focused within the 9-county Bay Area, although we do occasionally travel beyond the Bay Area for projects.

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 nearly 20 years we have provided services for compliance 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, 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. During our history we have developed a solid reputation around the Bay Area for our expertise in the disciplines of professional wildlife biology and botany.

Nomad prides itself on being a "development neutral" firm focused on public utilities and public works sectors as well as natural resource management arenas. Nomad does not pursue large-scale development projects (e.g. housing or commercial development).

**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 California's wildlife and promote the use of sound science and current technologies available to wildlife professionals. The work will be both office-based and in the field throughout various locations in the San Francisco Bay Area. It requires an individual who is organized, collaborative, and is enthusiastic about California's biological resources.

Field work demands that the individual be comfortable working independently in remote locations, but must be comfortable working in a team setting as well. A working knowledge of the Bay Area's wildlife species is essential, including the ability to identify birds and nesting behavior. The ideal candidate will have survey and monitoring experience with a wide range of the Bay Area's federally and state-listed species and be able to be approved by regulatory

agencies to conduct surveys and construction monitoring for these species. Listed species handling experience, 10(a)1(A) permits, CDFW Memoranda of Understanding, and Scientific Collecting Permits are a plus. The wildlife biologist should be willing to perform a variety of tasks on a wide range of projects.

### REPRESENTATIVE RESPONSIBILITIES

#### ***Field Work***

- Conduct reconnaissance-level and protocol-level surveys in support of biological resources documents/products.
  - Conduct habitat assessments and field reconnaissance surveys to determine the potential for listed species and their habitats to be impacted by projects
  - Conduct nesting bird surveys in support of the MBTA
  - Perform focused and protocol-level surveys for target wildlife species, e.g. burrowing owl, bats, western pond turtle, California red-legged frog, California tiger salamander, Swainson's hawk, etc.
  - Set up and maintain camera stations, conduct water quality and depth measurements, and other miscellaneous field tasks, as needed.
- Conduct construction monitoring and restoration/mitigation monitoring.
  - Perform pre-construction surveys for nesting birds and special-status wildlife species (e.g. Alameda whipsnake, California red-legged frog, California tiger salamander, foothill yellow-legged frog, western pond turtle, burrowing owl, San Francisco garter snake, giant garter snake, vernal pool branchiopods, American badger, San Joaquin kit fox, San Francisco dusky-footed woodrat, Swainson's hawk, golden eagle, Ridgway's rail, salt marsh harvest house, California least tern, western snowy plover) prior to the commencement of project activities
  - Coordinate and communicate effectively with on-site contractors and Nomad principals/senior staff to ensure projects remain in compliance with permit conditions during construction monitoring
  - Assist with restoration projects which may include seeding, planting container plants, or data collection

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

- Assist writing biological resource documents and preparing tables, appendices, etc. for baseline resource inventories and management plans, and CEQA and NEPA related biological resources documents.
- Provide data entry support for wildlife survey, habitat assessment, water quality, and botanical field data
- Assist in GIS map production in support of wildlife resource documents and produce tables documenting special-status wildlife species' potential to occur
- Prepare daily or weekly monitoring reports for construction and restoration monitoring projects

### REPRESENTATIVE QUALIFICATIONS

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

- Strong analytical, organizational and time management skills, with excellent attention to detail.
- Ability to work both independently and as part of the Nomad team; demonstrated ability to be a self-starter and exercise mature judgment.

#### ADDITIONAL JOB REQUIREMENTS

- Work may require travel throughout the Bay Area, and occasionally beyond (travel expenses are reimbursed).
- Some evening and weekend work may be required to meet deadlines or adhere to agency endorsed survey protocols. Nomad prioritizes our employees' weekends and work / life balance.
- 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 a full-time staff position based out of our office in Martinez, with remote work privileges. During the field season the staff member may be requested to work additional hours beyond full-time, to meet various project needs. The weekly work schedule will be flexible, but also dependent on project needs. The position will be supervised by Nomad's senior wildlife staff Meghan Bishop and Dana Terry.

#### 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. Salary will be commensurate with qualifications and experience ranging from \$72,000 to \$100,000 annually. Nomad Ecology offers benefits that are competitive with other environmental consulting firms of comparable size. Additional compensation beyond salary such as bonuses and profit sharing are also offered.

#### TO APPLY

Please submit a cover letter, resume, and three professional references to Meghan Bishop at [mbishop@nomadecology.com](mailto:mbishop@nomadecology.com). Please include examples of specific projects that you have worked on and the special-status wildlife species of California that you have experience working with and have previous agency approvals for. See the species called out above under Representative Responsibilities – Field Work and mention which projects and agencies have approved you to conduct surveys and construction monitoring for each of those species, along with any additional species that are not mentioned. The subject line of your email should read "Wildlife Biologist Application." Upon review of your submittal you may be asked to supply writing samples prior to an interview. Review of applications will begin **February 17, 2023** and will continue until the position is filled.