



## Job Announcement



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### *MSHCP Biological Monitoring Program Field Biologist*

#### **Company Profile**

The Santa Ana Watershed Association (SAWA) is a 501 (c) (3) non-profit organization dedicated to the restoration, enhancement and recovery of the natural resources and its inhabitants in the Santa Ana River watershed located in southern California. SAWA collaborates with many local and regional stakeholders and resource agencies to affect large-scale, science-based habitat restoration, biological monitoring and endangered species recovery. Within SAWA, the Biological Monitoring Program (BMP) of the Multiple Species Habitat Conservation Plan (MSHCP) for Western Riverside County is responsible for monitoring 146 covered species, 62 of which are rare plants, and associated habitats as outlined in the MSHCP. The MSHCP Plan area includes up to 500,000 acres of conserved land located in the California Floristic Province, recognized by Conservation International as one of the world's 36 biodiversity hotspots. The BMP is funded by the Regional Conservation Authority. Learn more about the WRC MSHCP at <https://www.wrc-rca.org/>. This is a full-time position with a Monday through Friday work schedule. Benefits include an S-125 medical plan with a \$700 monthly stipend; a retirement plan with 6% employer contribution; and paid leave following a six-month probationary period. The MSHCP BMP department fosters a talented, highly skilled, dedicated and energized workforce. SAWA is an Equal Opportunity Employer that values diversity in the workplace.

#### **Job Description**

This effort will provide an opportunity to make significant contributions to the BMP throughout western Riverside County in California. Our BMP Biologists have the unique opportunity to learn a wide variety of monitoring techniques and will expand their knowledge over a multitude of sensitive wildlife and plant species, including 34 that are listed as threatened or endangered. This position will require the incumbent to be a self-starter with proven biological monitoring experience, excellent communication skills, and a strong work ethic. The successful candidate will work both independently and with a team of biologists, under the direct supervision of the BMP Biologist Supervisor. The Field Biologist works in the field (80%) and on associated office tasks, including data entering and checking (20%). Job duties include field data collection and data entry for bird, mammal, reptile, amphibian, invertebrate, and plant species that are covered under the MSHCP on conserved lands.

#### **Primary duties include:**

1. Conduct a wide variety of biological surveys for covered wildlife, rare plants and native vegetation communities.
2. Collect field data in the prescribed manner, following established protocols.
3. Prepare maps using ArcGIS and Google Earth; prepare survey station waypoints for upload to GPS units.
4. Digitize data using an established Microsoft Access database, and perform quality assurance checks on entered data.
5. Assist with report preparation.

6. Attend meetings and training as assigned.
7. Complete assigned tasks with minimal supervision in a timely fashion.
8. Expected to operate 4WD vehicles, digital equipment and GPS units,
9. May conduct the following activities, with support of other lead staff: design and oversee short-term field survey efforts including protocol writing, training of inexperienced staff, and management of day-to-day field survey logistics; conduct and interpret statistical analysis of survey data; write survey summaries or reports.

**Qualifications:**

1. Must possess a BS degree in biology, ecology, environmental science, natural resources, botany, wildlife management, or related field from an accredited college or university.
2. Possession of a valid U.S. Driver's License with a satisfactory driving record and U.S. citizenship or the ability to work legally in the U.S. (Declaration of Permission to Work form required).
3. Must be able to obtain a valid CA driver's license.
4. Basic understanding of State and Federal agencies and regulatory policies that apply to the areas to access and the species to survey.
5. Self-motivated and capable of working with little supervision.
6. Willing and able to learn quickly how to identify species of plants and animals.
7. Able to learn and follow new protocols.
8. Respectful and effective written and oral communication with supervisors, coworkers, and collaborators.
9. Strong work ethic and ability to work both independently and cooperatively with others is mandatory.
10. Highly organized and detail oriented.
11. Able to work in adverse weather conditions (e.g., rough uneven terrain, aquatic environments, seasonally harsh temperatures, etc.), and be capable of carrying a 25 to 30-pound backpack., multi-task, organize/coordinate efforts, and interact well with the public, and other agency staff.
12. Comfortable with physical work, backcountry navigation, driving 4x4s and off-road vehicles, and taking care of equipment.
13. Must successfully pass a comprehensive background and criminal investigation check.
14. Must successfully pass a physical exam and drug screening test.

**Minimum Requirements:**

1. Experience conducting biological surveys, preferably for more than one taxonomic group.
2. Knowledge of southern California flora and fauna, and the ability to identify targeted and co-occurring species in western Riverside County, is particularly desirable.
3. Experience and proficiency with Microsoft Office products and mapping programs including ArcGIS and Google Earth.
4. Ability to record data clearly and accurately.
5. Ability to work long days and occasional evening/night shifts.
6. Must complete training for, and be willing to use, Wilderness First Aid and CPR.

**Preferred Requirements:**

1. Experience working with Southern California species of flora and fauna.
2. Two or more years of professional experience.
3. Experience conducting surveys for, and handling rare, sensitive, and federally- or state-listed wildlife or plants.
4. Experience with Access databases and/or programming in R.

**Education:**

Successful completion of a full four-year course of study at an accredited college or university leading to a bachelor's degree that included a major field of study in biology, ecology, environmental science, natural resources, botany, wildlife management, or other closely related field.

**Supervision:**

The Field Biologist is a full-time hourly position that works under the direct supervision of the Biologist Supervisor.

**Compensation:**

Position Salary Range: \$23.67 – \$30.30

**Employment Requirements:**

- Valid state driver's license with current proof of driving record.
- Final candidate will be subject to a physical exam, drug screening test and background check.

**To Apply:**

E-mail one pdf document that includes (1) cover letter describing qualifications for the position and interest in SAWA (2) complete CV/resume, and (3) contact information (including phone numbers and e-mail addresses) of three references to: Jennette El Morsy at [jennette@sawatershed.org](mailto:jennette@sawatershed.org). Please include "MSHCP Field Biologist - *Your Name*" in the subject line. Or mail to: J. El Morsy, Santa Ana Watershed Association, 1835 Chicago Ave., Suite C, Riverside, CA 92507

**Application Deadline:** Open until filled. First round of application review begins **January 8, 2024.**