



## Associate or Senior Wildlife Biologist/Regulatory Specialist (Folsom, CA)

Dokken's Environmental Division is seeking an **Associate and/or Senior Biologist/Regulatory Specialist** in our Folsom, CA office.



At Dokken, you would help shape public infrastructure that protects natural resources and improves communities across California. Dokken provides environmental clearances, permits, and designs for important local, state, and federally funded projects including trails, roads, bridges, water facilities, transit systems, and other public works facilities.

Our environmental team works on projects where your wildlife biology and regulatory expertise directly influences habitat conservation, species protection, and creative infrastructure designs. We have a collaborative, multidisciplinary culture where your curiosity is encouraged, your ideas matter, and you can grow your career at the pace that suits you while making a real impact on the places people live, travel, and explore.

Dokken's in-house environmental team consists of biologists, arborists, archaeologists, noise/air experts, environmental planners, GIS professionals, and regulatory permitting specialists.

### **Why Dokken?:**

At Dokken, we're more than a workplace—we are an employee-owned company and a tight-knit team that genuinely cares about one another and the work we do together. We foster a supportive, connected culture with opportunities to engage beyond the day-to-day. We trust and support our team members and offer the flexibility that comes with that level of trust. As part of our biology team, you'll experience the beautiful diversity of California firsthand—from coastal and desert environments to Central Valley floodplains and the Sierra Nevada foothills.

**Beyond fieldwork, you'll gain a detailed understanding of the full project lifecycle**, collaborating across disciplines and seeing how biology integrates into planning, design, permitting, and construction. You'll build lasting relationships with clients and agency staff while contributing to meaningful projects that shape communities. We empower our team members to think creatively, ask questions, and challenge the status quo—your ideas and perspective truly matter here. We also encourage active participation in professional organizations such as the American Public Works Association, The Wildlife Society, and the California Association of Environmental Professionals. We are committed to supporting your growth, curiosity, and long-term career development.



**Core Job Responsibilities:**

- Progress projects through the environmental process
- Prepare environmental technical reports including, but not limited to, Biological Reports, Biological Assessments, Water Quality Assessments, and CEQA and NEPA environmental documents. Prepare Caltrans formatted NEPA technical studies.
- Prepare regulatory permit applications and secure environmental permits
- Conduct biology field surveys: habitat mapping, wetland delineations, nesting bird surveys, special-status species assessments, restoration monitoring, and more
- Develop and implement mitigation and monitoring reporting programs
- Prepare project exhibits on ArcGIS Pro
- Visit construction projects to oversee compliance with environmental commitments
- Assist with habitat restoration plans
- Prepare pieces of proposals for new projects
- Collaborate with clients, regulatory authorities, environmental and engineering team members, and subconsultants

**Critical Traits & Abilities:**

- Excellent interpersonal, verbal, and written communication skills
- Driven and takes initiative
- Problem solver and strong critical thinking skills
- Curious with a desire to continuously learn
- Good attention to detail
- Effective technical writing and analytical skills
- Ability to work independently and as part of a team
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**Minimum Requirements:**

- Minimum of BA or BS in environmental studies/science, biology, or related field
- Associate position: 5-15 years of relevant experience, preferably in California
- Senior position: 10-20 years of relevant experience, preferably in California
- Applicants must have substantial experience with:
  - Federal and California environmental laws (i.e., CEQA and NEPA, Clean Water Act, Federal Endangered Species Act, CA Fish and Game Code, etc.)
  - Preparing complex biological documentation
  - U.S. Fish and Wildlife and/or CA Department of Fish and Wildlife species consultations
  - Preparing and securing regulatory permits for water resources
- CA driver's license

**Physical Requirements:**

- Will sit, stand or walk for the entire duration of a workday
- Will use telephone, computer system, email, or other electronic devices on a regular basis
- Close vision, distance vision, peripheral vision, and depth perception
- Work indoors and outdoors. Outdoor work can be in remote or urban environments
- Usually work near others, such as in a shared office space



- Occasionally wear protective gear, such as a hard hat
- Sometimes work in noisy or distracting work environments
- Occasionally travel to project sites by automobile, train, and/or airplane (mostly day trips with occasional overnights)
- Occasionally work from a vehicle while at project sites

**FLSA Status:** Full-Time Exempt

**Compensation:**

- Associate Wildlife Biologist/Regulatory Specialist: \$75,000 - \$115,000
- Senior Wildlife Biologist/Regulatory Specialist: \$95,000 - \$130,000
- Salary will be commensurate with qualifications and experience
- Opportunities for overtime compensation

**Benefits:**

- Paid Time Off (starting at 3 weeks/year)
- 10 paid holidays
- 40 hours of paid career development (trainings/workshops, etc. all travel expenses included)
- Comprehensive health plans including medical, dental and vision coverage
- Retirement benefits including 401(k) Profit Sharing Plan with generous, industry-leading employer match of 9%
- Participation in Employee Stock Ownership Plan (over the past 5 years, the company's average contribution has been 15.8% of employee's salaries)
- Wellness Program (\$1,200/year)
- Employer-paid life Insurance and long-term disability insurance

**Location:** Folsom, CA office, potential for up to 2 days/week remote

**Schedule:** Full-time; Monday to Friday, 8:00 a.m. to 5:00 p.m. (times flexible)

**Introductory/Probationary Period:** At-Will Employment

**Equal Opportunity Employer Statement:** It is the policy of this Company to assure that applicants are selected, and that employees are treated during employment, without regard to their race, religion, sex, color, national origin, age, or disability. Such actions shall include employment, promotion, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training.

**If interested, please submit a resume and cover letter to [jobs@dokkenengineering.com](mailto:jobs@dokkenengineering.com)**

Date posted: 6/26/2026

End Post: When position is filled