



**BIOLOGIST**  
**JOB ANNOUNCEMENT**  
**FULL-TIME, PART-TIME, AND ON-CALL**

**ABOUT NOMAD ECOLOGY, LLC**

Established in 2004, Nomad Ecology, LLC is a small, full-service, environmental consulting firm with a professional staff of thirteen that is located in downtown Martinez, California. We specialize in natural resource studies, biological resource documentation for public review documents and natural resource management, and Geographic Information System and drone services.

Nomad provides biological resources expertise from the beginning phases of project design, helps clients minimize impacts to biological resources informed by survey results, 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 15 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 and land management arenas by enriching the knowledge of land and resource managers, park agencies, and nongovernmental organizations in the facilitation of meaningful stewardship-driven natural resource management. Nomad is committed to a conscientious approach that combines biological expertise, professional integrity, and current technology. At Nomad, we maintain the highest standards and cultivate long-term relationships with our clients, business partners, and regulatory agencies.

**JOB SUMMARY**

Nomad Ecology is seeking full-time, part-time, and on-call Biologists. The work will be both office-based and in the field throughout various locations in the Bay Area, however the main role the biologist will fill is assisting with baseline and impact assessments and biological monitoring. 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 collaborative and comfortable working in a team setting as well. A working knowledge of California wildlife species is essential, including identifying bird species and nesting behavior. Knowledge of the flora of the Bay Area is a plus. Handling experience and knowledge of natural history of endangered and threatened wildlife species of the Bay Area is critical. The biologist should be willing to perform a variety of tasks on a wide range of projects, and be able communicate effectively with construction personnel, engineers, clients, and Nomad staff.

**RESPONSIBILITIES**

**Field Work**

- Conduct construction monitoring, restoration/mitigation monitoring, and wildlife surveys.

- Perform pre-construction surveys and assessments and monitoring for nesting birds and special-status wildlife species prior to the commencement of project activities and throughout project construction
- Coordinate and communicate effectively with on-site contractors and Nomad principals/senior staff to ensure projects remain in compliance with permit conditions
- Perform habitat assessments and focused surveys for target wildlife species, e.g. burrowing owl, bats, western pond turtle, California tiger salamander, California red-legged frog, Swainson's hawk, Alameda whipsnake, butterflies, San Francisco garter snake

### Report and Other Document Preparation

- Assist with 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 and utilize GIS to produce wildlife species' potential to occur tables in support of wildlife resource documents.
- Prepare daily or weekly monitoring reports for construction and restoration monitoring projects.

### QUALIFICATIONS

- Bachelor's degree in Wildlife Biology, Environmental Studies or related field with at least 2 years of experience as a biologist in California; **or**
- Master's degree in Wildlife Biology, Environmental Studies or related field with at least 1 year of experience as a biologist in California.
- Broad knowledge and experience with Bay Area endangered and threatened species, including a 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 independently and as part of the Nomad team; demonstrated ability to be a self-starter and exercise mature judgment.
- Ability to work as part of a team in a small office.

### 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 a full-time, part-time, or on-call staff position, potentially eligible for benefits, based out of our office in Martinez. We have multiple roles to fill with varying degrees of flexibility and commitment. Please include your requirements in the cover letter if you will only consider a certain level of commitment. For the part-time and on-call positions, during the field season the staff member may be requested to work additional hours, up to a full-time schedule, to meet various project needs. The position will be supervised by Nomad's principals and senior staff.

#### COMPENSATION AND BENEFITS

This is an entry to mid-level position. The Biologist will serve a key role among Nomad's small group of professionals. Compensation will be commensurate with qualifications and experience, however the pay range is anticipated to be \$26 to \$32 per hour. 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 [hbartosh@nomadecology.com](mailto:hbartosh@nomadecology.com). In the cover letter please include a table that includes all of California's special-status wildlife species that you have experience working with. The table should include the number of individuals of each species that you have observed and handled, and the number of hours you have conducted surveys and monitoring for each species. The subject line of your email should read "Biologist Application." Review of applications will begin August 1, 2020 and will continue until the positions are filled.