



# JOB ANNOUNCEMENT

## Resource Conservationist II- *Biologist*

Full-Time Exempt Position

Alameda County Resource Conservation District, Livermore, CA

First review of applications will begin on May 25, 2022; Applications will be accepted until position is filled.

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The Alameda County Resource Conservation District seeks a highly skilled, experienced, motivated and enthusiastic ***Biologist***, Resource Conservationist II, to support research on wildlife preservation, habitat restoration, and conservation programs on private and public natural and agricultural lands.

### **BACKGROUND:**

The Alameda County Resource Conservation District (RCD) is a non-regulatory special district that works to support local preservation/conservation/restoration efforts on private and public lands. Located in Livermore, CA, we partner with landowners and managers, government agencies and stakeholder groups to enhance natural resources by providing technical expertise, research and assistance, project development and implementation, education and outreach programs. The RCD works on projects with the USDA Natural Resources Conservation Service (NRCS) as feasible on specific projects/programs.

### **POSITION SUMMARY:**

Under the direction of the Chief Executive Officer, the Biologist will lead project planning, development, implementation, research and monitoring, with a focus on practices that support species preservation and conservation of natural resources on working lands and natural habitat. The position involves both field and administrative work. Candidates must be comfortable working in remote locations and interacting with a diverse array of partners and clients. This position requires the ability to analyze and solve complex problems related to biology, natural resources, conservation, watershed management, agriculture, grazing lands management and related focus areas. The ideal candidate will have the ability to lead field-based monitoring, conduct outreach efforts, ensure environmental compliance, and manage an array of contracts and grants.

### **DUTIES AND RESPONSIBILITIES:**

- Develop new grant and fee for service proposals to fund future projects and research regarding species preservation and other natural resources related work. Prepare grant reports on a regular basis.
- Design and implement wildlife and vegetation surveys.
- Apply for appropriate state and federal permits and ensure permit compliance throughout the duration of projects.
- Act as the on-site biological monitor for project implementation.
- Coordinate frequently with regulatory agencies, clients, resource agencies, environmental and technical staff to prepare environmental documents and implement mitigation and monitoring plans.
- Manage all aspects of projects including but not limited to: project design, planning, and permitting; monitoring and documenting projects before, during, and after implementation; development and administration of new projects and contracts with multiple agencies; purchasing materials and services; tracking budgets; reporting.
- Develop public outreach materials such as flyers and factsheets; update relevant content for the RCD website to reflect current activities and occasionally lead and develop workshops.
- Opportunities will be available to take on additional responsibilities and projects if approved by CEO and time and skills required to successfully complete the tasks are demonstrated.

**QUALIFICATIONS:**

- Bachelor's degree required, advanced degree preferred, in environmental studies, wildlife biology, conservation/preservation strategies and other fields pertinent to the position.
- Demonstrated working knowledge of natural resources management, soil science, native plants and animals, restoration ecology including habitat and ponds, invasive species, multiple species preservation strategies, etc.
- Knowledge of regional plants and wildlife, including listed species (California red-legged frog, foothill yellow-legged frog, California tiger salamander, Alameda whipsnake, San Joaquin kit fox).
- Significant biological field work experience required. Qualified biologist status—especially for listed amphibians—with CA Fish & Wildlife and US Fish and Wildlife, or the ability to quickly become an approved biological monitor.
- Ability to work in a matrix with a variety of people in different roles, diverse interests, backgrounds, and communication styles. Able to work independently and as part of a team.
- Knowledge of and proficiency with computer applications such as MS Word, Excel, PowerPoint, Google Docs, Dropbox, Doodle, etc.
- Proficiency with ArcGIS (or comparable geographic information system software) and GPS technology.
- Strong written and verbal communication skills.
- Highly organized and motivated self-starter with the ability to prioritize.
- Ability to meet deadlines, multi-task, and coordinate across multiple projects and organizations.
- Physically able to work in the field (climbing in and out of streams, lifting ability up to 25 pounds, hiking over uneven terrain, planting) during all seasons.
- Valid California driver's license, clean driving record, and current auto insurance.
- Creativity, sense of humor, collegiality, flexibility, strong desire to learn on the job.

*Desired Qualifications:*

- Knowledge of regulatory permitting: U.S. Army Corps of Engineers, Regional Water Quality Control Board, CA Department of Fish & Wildlife, and U.S. Fish & Wildlife Service.
- Experience with vegetation monitoring and/or wildlife surveys, including construction monitoring. Approval for biological monitoring by regulatory agencies strongly preferred.
- Experience working with public agencies, community-based organizations, and/or non-profits.
- Demonstrated leadership and facilitation skills.

**POSITION SPECIFICS:**

The position is full-time exempt and is expected to be long term, dependent upon project workload and funding. A progress review occurs at 3 months, and performance reviews at 6 months and 1 year for the first year, then annually thereafter. This is an at-will position following a 6-month probationary period. Salary range starts at \$76,000. Position may begin at a higher starting salary depending on experience. Work-related training opportunities will be available as schedules and budget allow.

**APPLICATION INFORMATION:**

To apply: Please submit your resume, a cover letter explaining why you are interested in and qualified for the position, and the names and contact information for three professional references (as a single file) by email to [hr@acr.cd.org](mailto:hr@acr.cd.org). Documents should be in PDF or MS Word (please do not send documents larger than 2 MB). Please, no images, graphics or photographs. Phone calls or

drop-ins, incomplete applications will not be accepted. *Preferred start date is mid-June 2022.*  
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**Alameda County Resource Conservation District**  
**3585 Greenville Rd. Suite 2, Livermore, CA 94550**

*Equal Opportunity Employer*

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