



**Job Title:** Project Lead Wildlife Biologist

**Location:** California (Field-based with office support)

**Employment Type:** Full-Time, Exempt

**Salary Range:** \$93,600 - \$114,400

**Travel Requirement:** 75% - 90%

**Reports To:** Project Manager

### **About EcoCentric**

We are a mission-driven organization dedicated to environmental compliance and natural resource conservation, focusing on more than just checking boxes. Our team collaborates closely with state and federal agencies to ensure successful project execution from start to finish. Our expertise spans a wide range of services, from biological surveys and construction monitoring to advanced data management and conservation compliance. Whether managing small local initiatives or overseeing the world's largest solar-thermal facility, we prioritize excellence and sustainability.

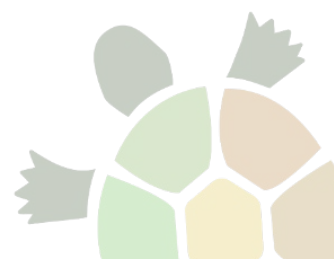
We bring unparalleled attention to detail and care to every project, including specialized services for desert tortoises and other wildlife. From mitigation implementation to habitat restoration, we are committed to doing what's right for our clients, the permitting agencies, and natural resources alike. We are proud of our commitment to delivering client satisfaction while protecting the environment.

### **What We Offer**

- Competitive salary and comprehensive benefits package; Paid Leave
- Professional development opportunities
- Flexible work arrangements
- Collaborative, mission-driven work environment
- Training in environmental compliance and conservation practices
- Opportunity to contribute to meaningful environmental conservation projects

### **Job Summary**

We are seeking an experienced Project Lead Wildlife Biologist to manage and oversee biological compliance and monitoring programs for renewable energy and infrastructure projects throughout California and the southwestern United States. This exempt leadership position requires independent judgment, advanced technical expertise, and the ability to manage complex projects while ensuring environmental compliance and staff safety. The role serves as the primary technical authority and client liaison for assigned projects.



## **Key Responsibilities**

### **Project Management & Leadership (40%)**

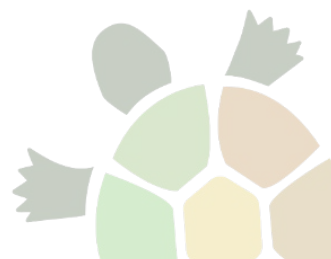
- Plan, direct, and execute comprehensive biological monitoring and compliance programs for multiple concurrent projects
- Develop project scopes, budgets, and timelines in collaboration with Project Manager
- Manage project teams of field biologists, including task assignment and performance evaluation
- Serve as primary client contact for technical discussions, project updates, and issue resolution
- Coordinate with construction personnel to ensure environmental compliance and resolve conflicts
- Lead strategic planning for long-term project phases and adaptive management approaches
- Evaluate and recommend changes to project protocols based on field conditions and regulatory requirements

### **Technical Leadership & Compliance Oversight (30%)**

- Review and understand all project permits and site-specific plans
- Ensure natural resources are protected, including nesting birds, desert kit fox, american badger, desert tortoise, Mohave ground squirrel, and special status plants
- Design and implement species-specific monitoring protocols for federally and state-listed species
- Conduct high-level habitat assessments and determine appropriate survey methodologies
- Write, review, and approve all technical and compliance reports and documents
- Maintain expertise in FESA, CESA, CEQA, NEPA, and other environmental regulations
- Ensure daily, weekly, monthly, and quarterly compliance checks are completed according to permit requirements
- Provide WEAP training to all project members and maintain safety protocols
- Serve as an authorized biologist for sensitive species when certified

### **Staff Management & Development (20%)**

- Communicate staff responsibilities for daily activities, including monitoring needs, site checks, pre-construction surveys, nesting bird surveys, and den observations
- Manage shifting responsibilities throughout operational periods to optimize efficiency and safety
- Serve as primary contact to resolve immediate issues and questions related to safety and non-compliance
- Ensure staff safety by implementing appropriate work schedules, rest breaks, and weather-related protocols
- Train and provide guidance to new staff on project-specific requirements and company standards



- Conduct performance evaluations and provide feedback for personnel development
- Mentor junior biologists in technical skills and career development

#### **Client Relations & Business Development (10%)**

- Develop and maintain professional business relationships with clients, regulatory agencies, and contractors
- Inform clients of potential issues and lead troubleshooting efforts as situations arise
- Represent the company at client meetings, agency consultations, and industry conferences
- Participate in proposal development for new projects and contract modifications
- Communicate site changes effectively to all stakeholders
- Manage the timely resolution of non-compliance issues to maintain project schedules

### **Required Qualifications**

#### **Education & Experience**

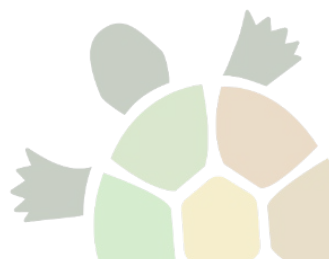
- Bachelor's degree in Biology, Ecology, Environmental Science, Wildlife Biology, or related field
- Minimum 7 - 10 years of professional experience in biological consulting, with emphasis on renewable energy or large infrastructure projects
- Minimum 3 - 5 years of supervisory or project management experience
- Demonstrated experience managing projects with budgets exceeding \$500,000

#### **Technical Skills**

- Expert knowledge of California and southwestern desert flora and fauna, particularly protected species
- Proficiency with GIS software (ArcGIS, QGIS) and GPS technologies for large-scale biological resource inventories
- Experience with federal and state permitting processes (Section 7/10(a)(1)(B) consultations, 2081 permits, etc.)
- Advanced knowledge of environmental compliance monitoring protocols
- Experience with digital data collection methods and database management

### **Professional Requirements**

- Valid driver's license with clean driving record
- Scientific collecting permits and species-specific authorizations preferred
- Professional certifications in relevant biological disciplines (preferred)
- Ability to obtain security clearances for federal projects (if applicable)



### **Physical Requirements & Working Conditions**

- Ability to work extended periods in challenging outdoor environments including extreme temperatures (up to 120°F), rugged terrain, and inclement weather
- Physical capability to hike 10+ miles per day over uneven terrain while carrying up to 50 pounds of equipment
- Visual acuity sufficient for species identification and environmental monitoring
- Availability for irregular schedules including early morning starts (3 AM), extended workdays (12+ hours), and weekend work
- Ability to travel extensively with overnight stays and extended field assignments

### **How to Apply**

Please submit your resume and cover letter to [careers@ecocentricnv.com](mailto:careers@ecocentricnv.com) explaining your alignment with our mission and qualifications for the role. We thank all applicants for their interest, however, only those selected for an interview will be contacted.

*EcoCentric reserves the right to change or modify the employee's job description whether orally or in writing, at any time during the employment relationship. EcoCentric may require an employee to perform duties outside his/her normal description. Also, this document in no way states or implies that these are the only duties to be performed by the employee occupying this position.*

*EcoCentric is an Equal Opportunity/Affirmative Action employer, and encourages Women, Minorities, Individuals with Disabilities, and protected Veterans to apply. We are an equal opportunity employer, and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability status, protected veteran status, or any other characteristic protected by law.*

