



Job Title: Project Manager / Biologist – Environmental Compliance

Location: Hybrid Remote / Field-Based (Nevada & California focus)

Employment Type: Full-Time

Salary: \$90,000 – \$130,000

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.

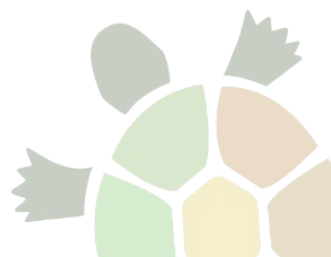
What We Offer

- 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 a **Project Manager / Biologist** to lead and support biological resource projects in the southwestern U.S. with a focus on compliance monitoring, protected species surveys, and regulatory reporting. The ideal candidate brings a mix of **strong project management, biological expertise, and regulatory knowledge**, and is comfortable working both independently and collaboratively in the field and office.

This position involves oversight of the full project lifecycle—from staffing and field logistics to data QA/QC, reporting, budgeting, and client coordination—while also supporting our technical teams in survey implementation and regulatory compliance.



Key Responsibilities

Project Management

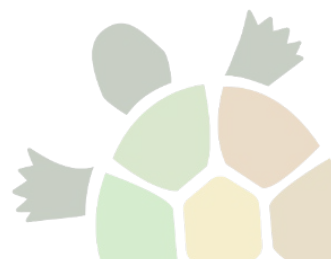
- Oversee environmental compliance and biological survey projects from start to finish.
- Manage scopes, budgets, schedules, staffing, and deliverables across multiple active projects.
- Coordinate fieldwork with internal biologists, subcontractors, and data/GIS staff.
- Supervise and support field biologists, ensuring quality and safety.
- Provide guidance on species identification, data collection, and field protocols.
- Coordinate with clients, regulatory agencies (e.g., USFWS, BLM, CDFW, NDOW), teaming partners, and internal teams to ensure compliance with permits and regulations.
- Monitor project budgets and timelines; review contracts, proposals, and invoices.
- Ensure projects meet regulatory requirements (ESA, CEQA, NEPA, CESA) and agency expectations.
- Supervise and mentor junior staff and field teams; facilitate logistical planning and training.
- Collaborate with internal teams on data QA/QC, analysis, and integration of GIS deliverables.

Biological Expertise

- Contribute to and oversee protocol surveys, habitat assessments, and construction monitoring for protected species such as **desert tortoise, Mohave ground squirrel, burrowing owl, western Joshua tree and southwestern willow flycatcher**.
- Review and synthesize biological data into technical reports and compliance documents.
- Support the development and standardization of field methods and QA/QC protocols.
- Maintain and grow expertise in a specific natural resource focus (e.g., desert ecology, botany, ornithology).

Reporting & Compliance

- Draft, review, and submit biological survey reports, daily monitoring logs, and permit compliance reports.
- Ensure deliverables are accurate, timely, and aligned with permit conditions and regulatory standards.
- Support NEPA, CEQA, and other permitting processes through biological assessments and documentation.
- Interpret and implement permit conditions (e.g., BOs, ITPs, MSHCPs).
- Monitor project activities to ensure compliance with environmental requirements.
- Identify and troubleshoot potential compliance issues in the field.



Professional Development & Business Support

- Stay up to date with environmental laws, permitting processes, and species-specific guidance.
- Contribute to proposals and help scope new projects and teaming opportunities.
- Participate in internal process improvements and professional development opportunities.

Required Qualifications

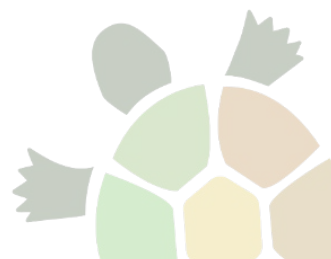
- B.S. or higher in Biology, Ecology, Environmental Science, or related field.
- 3–5+ years of experience in biological consulting, compliance monitoring, or environmental project management.
- Strong knowledge of federal and state environmental regulations, including ESA, CEQA, NEPA, and CESA and agency permitting processes (e.g., ITPs, BOs).
- Experience with protected species of the Mojave and Sonoran deserts (e.g., desert tortoise, Mohave ground squirrel, burrowing owl).
- Ability to manage multiple projects and teams effectively.
- Strong writing, communication, and interpersonal skills.
- Technical proficiency in Microsoft 365 (Word, Excel, SharePoint), and GPS/field data tools.
- Valid driver's license and ability to work in remote desert field settings.

Preferred Qualifications

- Experience with agency consultation and permitting for listed species.
- Authorized Biologist status (or qualifications to apply) for desert tortoise or other special-status species.
- Basic GIS skills and experience working with GIS professionals.
- Experience with ESRI Field Maps, Survey123, or similar data platforms.
- Scientific collecting permits or other applicable field qualifications.

Physical Requirements

- Primarily office-based work with occasional field site visits
- Ability to travel to project sites as needed
- Capable of working in outdoor environments when required



How to Apply

Please submit your resume and cover letter to 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.

