



1835 Chicago Avenue, Suite C
Riverside, CA 92507
(951) 780-1012
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<http://www.sawatershed.org>

Job Announcement Multiple Species Habitat Conservation Plan Biologist Supervisor

Company Profile

The Santa Ana Watershed Association (SAWA) is a 501 (c) (3) non-profit organization dedicated to the restoration and enhancement of the natural resources in the Santa Ana River watershed located in southern California. SAWA collaborates with many local and regional stakeholders and resource agencies to affect large-scale, science-based habitat restoration, biological monitoring and endangered species recovery. The Biological Monitoring Program (BMP) of the Multiple Species Habitat Conservation Plan (MSHCP) for Western Riverside County is responsible for monitoring 146 covered species and associated habitats as outlined in the MSHCP. At this time, we are pleased to announce an opening for MSHCP Biologist Supervisor. This is a full-time position with a Monday through Friday work schedule. Benefits include an S-125 medical plan with a \$700 monthly stipend; a retirement plan with 6% employer contribution; and paid leave following a six-month probationary period. The MSHCP BMP department fosters a talented, highly skilled and energized workforce. SAWA is an Equal Opportunity Employer that values diversity in the workplace.

Job Description

This effort will provide an opportunity to make significant contributions to the BMP throughout western Riverside County in California. This position will require the incumbent to be a self-starter with proven supervisory experience, excellent communication skills, and a strong work ethic. The successful candidate will work both independently and with a team of biologists, under the direct supervision of the BMP Manager. The Biologist Supervisor applies advanced technical skills to ensure that monitoring activities meet the objectives of the Program through the application of scientifically sound practices. The Biologist Supervisor works closely with the Monitoring Program Administrator, GIS Analyst, Data Manager, and Taxa Leads to advance the long-term monitoring goals of the Program.

The Successful Candidate Will Demonstrate:

- A dedication to excellence, integrity, and a sense of pride in your work.
- Effectively communicate in order to foster teamwork, internal relationships, and external partnerships that promote SAWA's conservation priorities.



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Primary duties include:

Duties directly related to monitoring include: supervision of and providing direction to Taxa Leads with protocol development and survey implementation; directing Taxa Leads and Field Biologists conducting surveys for species in six taxonomic groups plus vegetation communities; and working with staff from public agencies and local reserve managers. Although primarily supporting survey efforts, this position requires occasional field work. The Supervisor must be successful in monitoring Covered Species populations with regard to surveying, data collection, data analysis, and report writing. This position works independently, demonstrates good judgement and situational awareness in the field in terms of personal safety and respect for the habitat, and manages populations with the least amount of disruption to the species.

Administrative tasks performed in support of Monitoring Program activities include: writing, reviewing and finalizing annual survey reports, periodically updating and managing other Program documents, managing equipment needs including coordinating semi-annual inventory, and helping maintain field vehicles. The supervisor is responsible for the day to day operations of projects and direct supervision of Taxa Program Leads and Field Biologists working under SAWA. The supervisor performs administrative and field and research projects undertaken by the Monitoring Program, including research design, staff schedule coordination and development, quality control, data analyses, and report writing.

The supervisor position is responsible for maintaining the high quality of the biological program and an awareness of field conditions. Supervisor is responsible for reviewing timesheets and leave requests, assisting in recruitment interviews, and conducting performance evaluations of subordinates. Supervisor's position is 15% administrative and 85% field so as to assure productivity, safety, and the quality of work performed by biological staff.

Basic Qualifications:

- At least three years of experience with increasing supervisory responsibilities (e.g., supervising staff, interviewing and hiring personnel, facilitating staff development). Ability to direct and provide oversight of staff.
- 3-5 years of experience developing and implementing long-term biological surveys, preferably for more than one taxonomic group.
- Experience with sampling and monitoring techniques for a wide variety of rare and sensitive species (e.g., PAO, Distance, mark-recapture sampling strategies) and understanding of accompanying study designs.
- Experience performing a range of data analyses using a variety of statistical programs.
- Knowledge of model-selection techniques and concepts (e.g., AIC, QAIC, model averaging).
- Experience writing and reviewing survey reports, protocols, and other biological monitoring-related documents. Ability to summarize survey results in written reports, edit and provide constructive feedback on reports and protocols written by others,
- Experience and proficiency with Microsoft Office and mapping programs such as ArcGIS.



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- Ability to work long days, occasional evening and over-night shifts, and under harsh conditions (e.g., rough uneven terrain, seasonally harsh conditions). Weekend work is rarely required.
- Strong communication skills and the ability to work effectively with a variety of groups and individuals.
- Knowledge and field experience with a broad array of flora and fauna, preferably in southern California.
- Ability to provide administrative and operational supervision of assigned biological staff necessary to support SAWA and the Monitoring Program.
- Ability to provide technical guidance and instruction to biological staff, regarding techniques, procedures, and environments, as pertaining to biology.
- Must complete training for, and be willing to use, Wilderness First Aid and CPR.
- Possession of a valid U.S. Driver's License and U.S. citizenship or the ability to work legally in the U.S. (Declaration of Permission to Work form required).

Education:

Successful completion of a Master's of Science degree through an accredited college or university that included a major field of study in a relevant field (e.g., ecology, biology, botany, wildlife management).

Supervision:

The supervisor is a salaried exempt position that works under the direct supervision of the Monitoring Program Administrator.

Compensation:

Position Hiring Range: \$31.84 – \$35.02 (to commensurate with experience)

Position Salary Range: \$31.84 – \$40.75

Employment Requirements

- Final candidates are required to submit a technical report writing sample.
- Valid state driver's license with current proof of driving record.
- Final candidate will be subject to a physical exam, drug screening test and background check.

To Apply:

E-mail (1) cover letter describing qualifications for the position and interest in SAWA (2) complete CV/resume, and (3) contact information (including phone numbers and e-mail addresses) of three references to: Jennette El Morsy at jennette@sawatershed.org. Please include "MSHCP Biologist Supervisor Recruitment-*Your Name*" in the subject line. Or mail to: J. El Morsy, Santa Ana Watershed Association, 1835 Chicago Ave., Suite C, Riverside, CA 92507

Application Deadline: Open until filled. First round of application review begins **May 30, 2019**.