



1835 Chicago Avenue, Suite C  
Riverside, CA 92507  
(951) 780-1012  
Fax (951) 780-5893  
<http://www.sawatershed.org>

**Job Announcement**  
**Multiple Species Habitat Conservation Plan**  
**Field Biologist**

**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 Field Biologist. 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 biological monitoring 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 Biologist Supervisor. The Field Biologist works in the field (80%) and on associated office tasks, including data entering and checking (20%). Job duties include field data collection and data entry for bird, mammal, reptile, amphibian, invertebrate, and plant species that are covered under the MSHCP on conserved lands. This is a term position that expires 30 June 2024.



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**Primary duties include:**

1. Conduct biological surveys for covered wildlife, rare plant species and native vegetation communities.
2. Prepare maps using ArcGIS and Google Earth; prepare survey station waypoints for upload to GPS units.
3. Collect field data in the prescribed manner, following established protocols.
4. Digitize data using an established Microsoft Access database, and perform quality assurance checks on entered data.
5. Assist with report preparation.
6. Attend meetings and training as assigned.
7. Complete assigned tasks with minimal supervision in a timely fashion.
8. Expected to operate 4WD vehicles, digital equipment and GPS units,
9. May conduct the following activities, with support of other lead staff: design and oversee short-term field survey efforts including protocol writing, training of inexperienced staff, and management of day-to-day field survey logistics; conduct and interpret statistical analysis of survey data; write survey summaries or reports.

**Basic Requirements:**

1. Two years of experience conducting biological surveys, preferably for more than one taxonomic group.
2. Knowledge of southern California flora, and the ability to identify targeted and co-occurring species in western Riverside County. Experience using dichotomous keys, especially the Jepson Manual, is particularly desirable.
3. Experience conducting surveys for, and handling rare, sensitive, and federally- or state-listed wildlife or plants.
4. Experience and proficiency with Microsoft Office products and mapping programs including ArcGIS and Google Earth.
5. Ability to communicate effectively and work collaboratively with a variety of groups and individuals.
6. Ability to work cooperatively with others, and independently with little to no supervision.
7. Ability to record ecological data clearly and accurately.
8. Ability to work long days and occasional evening shifts.



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9. Ability to work under, and tolerate exposure to, variable environmental conditions (e.g., rough uneven terrain, aquatic environments, seasonally harsh temperatures, etc.), and be capable of carrying a 25 to 30-pound backpack.
10. Must complete training for, and be willing to use, Wilderness First Aid and CPR.
11. 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 full four-year course of study at an accredited college or university leading to a bachelor's degree that included a major field of study in ecology, biology, botany, wildlife management, or other closely related field.

**Supervision:**

The Field Biologist is a full-time hourly position that works under the direct supervision of the Biologist Supervisor.

**Compensation:**

Position Hiring Range: \$20.60 – \$21.63 (to commensurate with experience)

Position Salary Range: \$20.60 – \$26.37

**Employment Requirements:**

- 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](mailto:jennette@sawatershed.org). Please include "MSHCP Field Biologist - *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 **February 15, 2021.**