



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

## Job Announcement

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### Multiple Species Habitat Conservation Plan Biological Monitoring Program Herpetofauna Taxa Lead

#### 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 Herpetofauna Taxa Lead. 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

The Herpetofauna Taxa Lead for the Western Riverside County Multiple Species Habitat Conservation Plan (MSHCP) Biological Monitoring Program will plan and participate in surveys for a wide variety of amphibian and reptile, fish and vernal pool species and their habitats, and will be specifically expected to oversee field crews Working closely with the Monitoring Program Manager, Biologist Supervisor, GIS Analyst, and Data Manager, the Herpetofauna Taxa Lead will be responsible for protocol development and implementation, data collection and analysis, and report writing, with the desired outcome of meeting species-specific Conservation Objectives. The Herpetofauna Taxa Lead will interact with staff from multiple agencies, including the Regional Conservation Authority (RCA), California Department of Fish and Wildlife, and U.S. Fish and Wildlife Service, as well as local land managers.

#### Primary duties include:

- Plan, design and conduct biological surveys for Covered reptile, amphibian, fish and vernal pool species.
- Oversee and schedule field crews to ensure accurate and reliable collection of data.
- Prepare study designs, including the development, testing and refinement of survey protocols using scientifically supported approaches.



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- Lead the training of field crews on data collection protocols and species identification.
- Coordinate with other Taxa Leads and conduct a variety of wildlife surveys as needed.
- Conduct surveys for, and oversee the removal of, invasive aquatic species.
- Coordinate with personnel from other agencies and stakeholders on field activities, data collection, and site access.
- Prepare field forms, coordinate gpx files, maps and field supplies for surveys.
- Prepare and maintain field equipment.
- Oversee data digitization procedures, and perform quality control checks of collected data.
- Perform data analysis using appropriate statistical methods.
- Write detailed reports summarizing data.
- Operate 4WD vehicles, digital equipment, computers, and lab equipment. Expected to carry a 25–30 pound backpack.
- Attend meetings and training as appropriate.

#### **Basic Requirements:**

- Three to five years of field experience conducting biological surveys and collecting data on amphibians and reptiles, with specific emphasis on trapping and handling experience. A Master's Degree is preferred and may be substituted for one year of the required field work.
- Knowledge of: herpetological fauna (preferably southern California); standard identification and survey methods, including handling and marking techniques for sensitive (including threatened and endangered) amphibians and reptiles.
- Knowledge of and experience with fish and vernal pool crustacean species (preferably southern California) is highly desirable.
- Ability to design herpetofauna sampling strategies.
- Experience and proficiency with Microsoft Office products and mapping programs that include ArcGIS and Google Earth and the ability to create gpx files for GPS navigation.
- Ability to communicate effectively and work collaboratively with a variety of groups and individuals.
- Ability to work cooperatively with others, and independently with little to no supervision.
- Ability to lead people in the field and to direct and provide oversight of office work.
- Ability to understand and follow oral and written directions, and complete complex assignments in a timely fashion.
- Ability to keep clear and accurate notes, tabulate and analyze data, and prepare reports.
- Ability to work long days, occasional evening and over-night shifts.
- Ability to work in remote locations under variable environmental conditions (e.g., rough uneven terrain, off-trail, seasonally harsh temperatures).
- Ability to operate 4WD vehicles.
- Must complete training for, and be willing to use, Wilderness First Aid and CPR.
- Must maintain a valid California driver's license.



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**Education:**

Successful completion of a full four year course of study at an accredited college or university leading to a Bachelor of Science or higher degree that included a major field of study in ecology, biology, wildlife management or other closely related field. Completion of at least one course in statistics. A Master's degree is preferred.

**Supervision:**

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

**Compensation:**

Position Hiring Range: \$25.50 - \$26.77 (commensurate with experience)

Position Salary Range: \$25.50 - \$32.65

**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 Herp Taxa Lead - *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 **March 1, 2021**