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JOB ANNOUNCEMENT

Biologist I (Seasonal)

Company Profile

The Santa Ana Watershed Association (SAWA) is a 501 (c) (3) non-profit organization dedicated to the restoration and enhancement of 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. Within SAWA, the Wildlife and Habitat Management Services (WHMS) department is responsible for biological monitoring of the endangered Least Bell's Vireo and other sensitive species throughout the watershed in support of SAWA's habitat restoration efforts. The WHMS department fosters a talented, highly skilled and energized workforce. SAWA is an Equal Opportunity Employer that values diversity in the workplace.

Job Description

This full-time, seasonal position will provide an opportunity to make significant contributions to the recovery of endangered species and conservation of other wildlife throughout the watershed. It will require the incumbent to be a self-starter with excellent communication skills and a strong work ethic. The successful candidate will work both independently and with a team of biologists, under the supervision of the WHMS Manager. SAWA biologists may also routinely work with member agencies. This position is temporary and expected to run from mid-March through mid-July 2026. *Note: no housing is provided for this position.*

Primary Duties:

- Conduct surveys for Least Bell's Vireo in Riverside, San Bernardino, and Orange Counties, California.
- Document other sensitive avian, mammalian, and herpetological species.
- Perform biomonitoring in support of SAWA's Habitat Restoration Services department, as needed.

Qualifications

Minimum Educational Requirements:

- B.S. in Wildlife Biology, Zoology or closely related discipline.

Professional Skills Required:

- Avian survey experience, with an emphasis on songbirds. *Experience with Least Bell's Vireo and knowledge of Southern California flora and fauna is preferred.*

- Attention to detail and accurate collection of biological data. Experience with electronic data collection (e.g. ArcGIS Field Maps, Survey123) is preferred.
- Ability to follow protocols and instructions.
- Ability to work in remote locations under variable environmental conditions (e.g., rough, uneven terrain, off-trail, seasonally harsh temperatures).

The Successful Candidate Will Demonstrate:

- A dedication to excellence, integrity, and a sense of pride in their work.
- Strong work ethic, flexibility, enthusiasm, and a positive attitude even in challenging conditions.
- Interpersonal communication skills in order to foster teamwork and internal relationships
- Ability to work independently with little to no supervision, as well as cooperatively with a team.

Salary Range (*commensurate with experience*):

- Biologist I: \$26.98 - \$34.54/hour plus mileage reimbursed at the federal rate of \$0.72/mile

Employment Requirements

- Must own and operate a reliable vehicle. Final candidate must supply a valid state driver's license with current proof of driving record.
- Final candidate will be subject to a physical exam, drug test, and background check.

Application Deadline: February 13, 2026

To Apply:

E-mail the following information in a single PDF to: Jennette El Morsy at jennette@sawatershed.org:

- Cover letter describing your qualifications and interest in the position
- CV/resume
- Contact information (including phone numbers and e-mail addresses) of three references. Please include "WHMS Biologist - Your Name" in the subject line