**Senior Restoration Project Manager Req: 25-04**

RECON Environmental is a small company of specialists representing one of the most established environmental consulting service firms in the Southwest. We are employee-owned and hard-working, but with a casual and collaborative work environment. We offer the right candidate a team-oriented, caring environment, which is client-focused, flexible, and always striving to provide high quality service to our clients.

We are currently seeking a highly talented **Senior Restoration Project Manager** to serve as a key member of our **Restoration** **Group** in San Diego, California. This position will report to the Restoration Director and collaborate on business development and extension of service lines. The ideal candidate will be responsible for the management of projects and contracts involving ecological restoration, with a focus on project delivery, technical proposal and deliverable preparation, and client relations. They will be responsible for the preparation of restoration plans and technical reports that are compliant with federal, state, and local regulations for a variety of habitat types. The ideal candidate will have hands-on knowledge completing and/or overseeing large-scale projects from the inception; preparing and adhering to proposals, scopes, schedules, and budgets; and training and mentoring junior staff in these aspects.

**Key Responsibilities**

* Successfully manage ecological restoration-related contracts and projects for government agencies and private developers, including development of scope of work/technical approach, budget, and schedule.
* Direct all aspects of multidisciplinary, complex large-scale restoration projects, including planning, design, permitting, budgeting, subcontracting and client communication. Will be responsible for the timely completion of multiple restoration projects. Control overall project cost and budget, scope, schedule, and quality of work.
* Serve as an expert in the field: preparing, implementing, and managing complex and adaptive restoration strategies.
* Work collaboratively with the Restoration Director on business development.
* Serve as a technical expert for a team of restoration ecologists tasked with planning, implementing, maintaining, and monitoring restoration projects; train and mentor members of the Restoration Group; help team manage workloads, problem-solve, and meet project timelines and deliverables.
* Liaison with clients, agencies, and consultant team members to ensure successful project completion.
* Will be responsible for the timely completion of multiple restoration projects. Control overall project cost and budget, scope, schedule, and quality of work.
* Assists Restoration Director with contract compliance and ensures client satisfaction. Keeps both Director and clients informed of project progress.
* Serves as the primary point of contact on the project, while maintaining a high level of positive client interaction.
* Responsible for labor coordination with the Field Director to achieve project goals.
* Oversees subcontractors and technical specialists.
* Responsible for achieving annual sales goals and utilization rates, including supporting the Restoration Group with achieving individual goals.
* Other duties as assigned.

**Skills/Qualifications**

* Master’s degree in Restoration Ecology, Biology, Botany, Field Ecology, Wildlife or related environmental technical discipline, plus 6 years of experience, or BA/BS with 10 years’ relevant experience.
* Excellent communication, presentation, organizational, and interpersonal skills. Strong time-management skills with the ability to manage multiple projects and meet deadlines and produce a high volume of accurate work.
* Requires a professional demeanor and thoughtful respectful communication style that is accessible, responsive, and approachable to all levels of staff.
* Must have critical thinking skills, attention to detail, and high degree of vigilance in identifying consequences and results of actions. Ability to manage priorities, meet deadlines, and multitask as well as be able to work in a team environment with a variety of project members.
* Must have knowledge of local habitats and sensitive plant and animal species, including threatened and endangered species and relevant restoration practices as they relate to Southern California habitats. Requires knowledge of a wide range of restoration methods and techniques applicable to a variety of California habitat types.
* Must have the ability to prepare progress and annual reports per project permit requirements.
* Must have a good understanding of local, state, and federal regulations pertaining to mitigation and restoration.
* Knowledge of the federal and California Endangered Species Act, Sections 404 and 401 of the Clean Water Act, and Section 1600 of the California Fish and Game Code.
* Familiarity with construction documents including grading/landscape plans, local agency and municipality specifications, and water pollution prevention plans (WPCP/SWPPP) is desirable.
* Must be comfortable working in extreme weather conditions and be comfortable doing strenuous hiking and working in remote areas. Experience driving a 4-wheel-drive vehicle through rough terrain (requires valid driver’s license and ‘clean’ driving record.
* This is a 40-hour per week, hybrid position.

Salary Range: $50 - $65 DOE, hourly position

RECON is an employee-owned firm providing employees with a vested interest in the firm's success through our Employee Stock Ownership Plan (ESOP). RECON offers a competitive compensation and benefits package that includes PTO, holidays, sick leave, medical and dental coverage (HMO and PPO), life insurance, long-term disability, flexible spending accounts, a 401(k)-profit sharing plan with employer match, employee stock ownership, and a casual and friendly work environment.

RECON is an EOE/Minority/Female/Disability/Vets Employer

**Please submit resume and salary requirements to ads@reconenvironmental.com**