



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

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## Job Announcement for Biologist I or Biologist II

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### 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. The main office is located in the city of Riverside in Riverside County and is within driving distance of Los Angeles, Southern California's beach cities, the San Bernardino Mountains, and Joshua Tree National Park. 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. Benefits for full time employees include an S-125 medical plan with a \$700 monthly stipend; and a retirement plan with 6% employer contribution and paid leave following a six-month probationary period.

### Job Description

The 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 Supervisor. SAWA biologists may also routinely work with member agencies. Biologists work independently in the field during the nesting season and spend a large portion of the off-season preparing relevant reports. This is a full-time position.

#### Primary Duties Include:

- Surveying for and nest monitoring of Least Bell's Vireo, California Least Tern and other sensitive avian species in Riverside, San Bernardino and/or Orange Counties, California.
- Maintain Brown-headed Cowbird traps and manage seasonal assistants.
- Document all wildlife species in an assigned monitoring area.
- Conduct Stephens' Kangaroo Rat (SKR) trapping in support of the regional SKR Habitat Conservation Plan (HCP).
- Perform avian nest searching in support of SAWA's invasive plant removal/control projects.
- Conduct general avian surveys including winter and breeding bird surveys.
- Conduct general biological monitoring of restoration sites.
- Conduct surveys for other sensitive species as needed.
- Participation in vegetation, aquatic, small mammal, and herpetological surveys

- Coordinate with personnel from other agencies and stakeholders on field activities, data collection, and site access.

## **Qualifications**

### **Minimum Educational Requirements:**

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

### **Professional Skills Required:**

- Avian nest searching experience, with an emphasis on songbirds. Experience with Least Bell's Vireo and knowledge of Southern California flora and fauna is preferred.
- Ability to obtain or be added to existing species permits.
- Experience and proficiency with Microsoft Office applications (Excel, Word, PowerPoint, Access), electronic data collection, and mapping programs that include ArcGIS and Google Earth. *Experience with ArcGIS and Access database coding is a plus.*
- Accurately collect and analyze biological and ecological data and prepare technical reports.
- Ability to work long days and the 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).
- Must complete training for, and be willing to use, Wilderness First Aid and CPR.
- Must have a reliable vehicle and maintain a valid California driver's license.

### **The Successful Candidate Will Demonstrate:**

- A dedication to excellence, integrity, and a sense of pride in their work.
- Interpersonal communication skills in order to foster teamwork, internal relationships, and external partnerships that promote SAWA's conservation priorities.
- Ability to work independently with little to no supervision, as well as cooperatively with a team.

### **Salary Range (commensurate with experience):**

- Biologist I: \$24.76 - \$31.69/hr
- Biologist II: \$28.66 - \$36.67/hr (*Requires at least 3 years' songbird nest monitoring experience*)

## **Employment Requirements**

- Final candidates may be asked to submit a technical report-writing sample.
- 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: Open until filled.**  
**First round of application review begins February 1, 2023**

**Start Date: On or about March 6, 2023**



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### **To Apply:**

E-mail the following information in a single PDF to: Jennette El Morsy at [jennette@sawatershed.org](mailto:jennette@sawatershed.org).  
(1) Cover letter describing your qualifications and interest in the position (2) CV/resume and (3) Contact information (including phone numbers and e-mail addresses) of three references. Please include "WHMS Biologist - Your Name" in the subject line.