

ASSOCIATE ECOLOGIST AT GREAT ECOLOGY

About Great Ecology

Great Ecology is a leading ecological consulting firm focused on creatively solving ecological problems. Our mission is to help repair the world through ecology and design and expand the ecological horizon for leading corporations and public agencies. The Great Ecology team works with a wide range of public and private clients to increase the ecological and economic value to developed, degraded, contaminated, and underutilized sites.

We work together in a collaborative environment that fosters innovation in science and design while encouraging individual initiative, creativity, and skill development. Great Ecology provides opportunities to work in a variety of ecosystems and on projects throughout the United States.

Justice, Equity, Diversity, and Inclusion at Great Ecology

At Great Ecology, we know working toward access, justice, equity, diversity, and inclusion is multifaceted and that meaningful change requires action.

We strive to create a workplace where people feel their humanity is recognized, welcomed, and appreciated. At Great Ecology, this means dedicating resources to maintain and improve upon access, justice, equity, diversity, and inclusion in our workplace and in our interactions with others. We know that honoring people's diverse experiences, views, and identities helps foster trust which can lead to innovation, successful collaboration, and greater resilience both within the workplace and within communities.

But our work doesn't end there.

As an ecological consulting and landscape design firm, we are engaged with rehabilitating ecosystems. For us, this means working to acknowledge and understand the ways cultural, economic, and political systems alter the natural world. We create strategies to restore biodiversity and improve the ecological function of landscapes through our technical knowledge about how people have impacted, and been impacted by, degraded ecosystems. As part of our work, we seek to create opportunities for all people to foster a sense of belonging, meaningfully interact with the world around them, and strengthen connection to place.

What We Offer You

In addition to getting to work with a dynamic team and on projects throughout the United States that will grow your experience, and your career, Great Ecology offers a competitive benefits package, including:

- Paid vacation (minimum 2 weeks)
- Ten paid holidays, including two floating holidays
- Paid time off for sickness (40 hours per year)
- Paid time off for jury duty (40 hours per year)
- Medical, vision, and dental plan options
- 401K matching
- Professional Development planning and opportunities
- A charitable donation to the nonprofit of your choice on your work anniversary

Anticipated hiring range for this position is: \$80,000 - \$95,000K.

Job Description

We are looking for a mid-career ecologist with a strong background in the ecosystems of southern California to join an interdisciplinary team of scientists and landscape architects working on restoration and natural resource management projects throughout the United States. This position is for a mid-level staff member in our San Diego office, but will assist with assembling teams, managing projects, and developing deliverables across all our projects.

Required Skills & Experience

Candidates must meet the following minimum requirements for consideration:

- Master's degree in Ecology, Biology, Environmental Science, Environmental Management, or related field;
- Approximately 4-7 years of relevant experience in all aspects of ecological restoration or mitigation projects, including planning, design, permitting, management, monitoring, and maintenance;
- Demonstrated ecological project management experience, ideally on projects with a budget of \$50,000+
- Demonstrated experience coordinating and managing field efforts (e.g., ecological or biological assessments, training staff and other onsite workers, etc.)
- Ability to assess areas for their potential as viable restoration or mitigation sites, and understand the local, state, and federal regulations that will guide the project;
- Strong critical thinking, problem-solving, written, and verbal communication skills;
- Experience presenting technical information to stakeholders in an accessible, clear manner;
- Ability promote a client-centered approach and the ability to present scientific solutions to clients in a clear, professional manner;
- Excellent organizational skills, time management, ability to budget workloads, and offer mentorship to junior staff on ecological restoration projects; and
- Adaptable to working well both independently and in a team environment.

Our ideal candidate has technical expertise and experience in freshwater and/or desert environments of southern California and/or the southwest.

Preferred Skills & Experience (but not required)

Preference may be given to applicants who provide these skills:

- Environmental litigation strategy and expert witness support;
- Relevant professional certifications;
- Experience with CEQA;
- Experience with NEPA;
- Experience with wetland functional assessments, ecological/economic modeling, and market assessments;
- Proficiency in Adobe Creative Suite, CAD, and reading construction documents;
- General knowledge of the flora and fauna of the western United States; and
- Demonstrated experience in networking with regional organizations.

Additional Information

This position will include mostly in-office work, with opportunities for fieldwork. The selected applicant must live within commuting distance of San Diego or be willing to relocate within one month of accepting the position.



The person who fills this position will be classified as an exempt employee.

To Apply

Applicants must submit a cover letter and resume to be considered. Send your application materials to jobs@greatecology.com with the subject line "Associate Ecologist – San Diego."

For more information about our firm, visit our website: www.greatecology.com.