

SENIOR RESTORATION 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 of 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 3 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: \$95,000-110,000, depending on experience.

Job Description

We are looking for a senior restoration ecologist with a strong background in the terrestrial and riparian 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 senior-level staff member in our San Diego office, but will assist with assembling teams, managing projects, and expanding our portfolio of projects company-wide.

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 (years of experience may be considered in lieu of a master's degree);
- At least seven years of relevant experience in the planning, design, permitting, and management of ecological restoration or mitigation projects, preferably in desert and/or wetland areas;
- Demonstrated experience with overseeing all aspects of large, complex, and multi-year ecological restoration projects, including projects which contain a threatened or endangered species component;
- 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 to promote a client-centered approach and effectively communicate scientific solutions to clients in a clear, professional manner;
- Excellent organizational skills, time management, and ability to manage project budget and workloads;
- Demonstrated experience in mentoring junior staff on ecological restoration projects and supporting their professional development; and
- Adaptable to working well both independently and in a team environment.

Preferred Skills & Experience (but not required)

Preference may be given to applicants who provide these skills:

- Significant regulatory experience, ideally including CEQA processes;
- Comprehensive knowledge of the ecology, plant communities, hydrology, soils, geology, and/or native and non-native species in southern California and how these impact ecosystems and habitat value
- Relevant professional certifications, such as Certified Ecologist (ESA) Professional Wetland Scientist (SWS), Certified Ecological Restoration Practitioner (SER), etc.;
- Experience in eco-toxicology, Natural Resource Damage Assessments, restoration of brownfields, or related work;
- Experience with ecological/economic modeling and market assessments;
- Proficiency in GIS, Adobe Creative Suite, CAD, and/or reading construction documents;
- General knowledge of the flora and fauna of the western United States, with expertise in the native and adapted flora of desert and/or wetland ecosystems; and
- Demonstrated experience in networking with regional organizations.

Additional Information

This position will include mostly in-office work, with occasional opportunities for fieldwork. The candidate selected for this position will provide senior review of deliverables, mentor junior staff, participate in business development, and support the executive management team. 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.

For more information about our firm and to apply, visit our website: www.greatecology.com, or send a resume and cover letter to jobs@greatecology.com with the subject line "Senior Restoration Ecologist - San Diego."