Jodi McGraw Consulting (JMc), a Santa Cruz County-based environmental consulting firm, seeks qualified applicants for the position of Assistant Ecologist or Associate Ecologist. The position will report to the Principal Ecologist and will implement a wide variety of ecological consulting projects in Central Coastal California (www.jodimcgrawconsulting.com), including:

- Conservation planning at the site, local, and regional levels;
- Habitat restoration and management planning and implementation;
- Rare species habitat enhancement and population management; and
- Research, surveys, and long-term monitoring.

**Responsibilities**

Typical responsibilities and the approximate time dedicated to each are as follows:

- Develop regional conservation plans and habitat management and restoration plans using systematic conservation planning techniques aided by geographic information systems analyses (GIS; 35%);
- Design and help implement field surveys, assessments, mapping studies, experiments, and long-term monitoring studies for rare and endangered species, sensitive plant communities, and habitat management and restoration projects, including experimental trials (25%);
- Conduct additional spatial analyses, spatial database management, and cartography in GIS in support of related land protection, restoration, and management efforts (15%);
- Design and help implement habitat restoration and management projects including revegetation, exotic plant management, and related site and species-specific habitat enhancement projects (10%);
- Facilitate endangered species protection during large-scale restoration and construction projects occurring in their habitat (10%); and
- Conduct project management and administrative duties (5%).

**Qualifications**

The Assistant/Associate Ecologist is responsible for a high level of professionalism in both field and office environments. As a member of a small, dedicated, and highly collaborative team, this position will involve both expertise-based leadership and hands-on program implementation. The position requires a high level of energy, productivity, flexibility, durability, attention to detail, and commitment to the projects.

Qualified candidates will have:

- A bachelor’s degree in biology, environmental studies, geography, or a related environmental field;
- A minimum of one year’ experience (Assistant-level position), and either five years’ experience or a master’s degree and two years’ experience for the Associate-level position;
- Proficiency in the use of GIS for spatial analysis and cartography, and spatial database management;
- Strong quantitative skills and experience and proficiency working with quantitative data;
- Strong organizational and professional skills, and capability of prioritizing and managing diverse tasks independently and with direction and support from the Principal Ecologist;
• Keen attention to detail and commitment to high-quality work;
• The ability to work, and supervise others to work, safely, responsibly, and independently outdoors, and under physically or mentally demanding conditions including inclement weather;
• Strong interpersonal skills with an ability to effectively communicate with people with a broad spectrum of backgrounds and interests;
• An entrepreneurial, self-starting, and highly collaborative approach to work, and the ability to teach, train, and inspire effective work by others, including staff and university interns; and
• An ability to be flexible, adaptable, perform within a time-sensitive environment, and maintain a positive solution-oriented attitude.

Additional highly desirable skills include:
• Experience in developing conservation, restoration, and management plans;
• Experience implementing habitat management and restoration, including revegetation, to conserve biodiversity in Mediterranean-type ecosystems; and
• Strong natural history and botanical field identification skills and an interest and ability to develop expertise in the California flora and fauna.

Requirements for the positions include:
• Proficiency in data entry, database management, and statistical analyses;
• Proficiency in English, and strong written and verbal communication skills;
• High level of proficiency with common computer applications including MS Office Suite; and
• Possession of a valid California Driver’s License, a good driving record, and a vehicle for some limited travel to local field sites; and
• Willingness to occasionally work on weekends, evenings, alone in remote locations, and out of town.

The position offers the right candidates with the opportunity to contribute to a diverse suite of conservation efforts on California’s Central Coast, while developing a broad range of technical and professional skills related to biodiversity conservation. Individuals with strong interest and experience in conservation biology, and/or plant and insect ecology and their applications to real-world conservation projects, as well as enthusiasm for natural history and conservation, are strongly encouraged to apply.

Compensation will be commensurate with the selected applicants’ skills, experience, and other qualifications. Jodi McGraw Consulting offers a benefits package including health insurance, vacation leave, sick pay, paid holidays, and a 401(k).

Interested individuals should email: 1) a cover letter identifying the requested position (Assistant or Associate Ecologist) and describing the candidate’s qualifications and interests as they relate to the position, and 2) a professional resume noting relevant skills and experience to: info at jodimcgrawconsulting.com. (Replace ‘at’ with ‘@’ when e-mailing).

Applicants whose experience and qualifications are a good fit for this position will be contacted. We regret that we are not able to respond personally to all submissions, but each will be reviewed.