



**Napa County Resource Conservation District**  
1303 Jefferson St., Ste. 500B, Napa, California 94559  
Phone: (707) 690-3110, Website: [NapaRCD.org](http://NapaRCD.org)

## **EMPLOYMENT OPPORTUNITY**

**Position Title:** Environmental Scientist

**Status:** 100% FTE. At will.

**Application Deadline:** Open until filled. First screening date is September 25, 2020.

**Salary Range:** \$75,199 - \$109,254 annually.

The Napa County Resource Conservation District (Napa RCD) is seeking a talented and experienced Environmental Scientist to support monitoring, assessment, reporting, technical assistance, and education related to wildlife preservation, habitat restoration, and conservation programs on private and public natural and agricultural lands in Napa County, California. Under the direction of the Executive Director and in collaboration with other staff, the Environmental Scientist will lead project planning, development, implementation, research and monitoring, with a focus on practices that support species preservation and conservation of natural resources on working lands and open spaces. The position will design, conduct, and/or oversee field-based monitoring and research, assess and publish scientific results, and perform associated administrative work, including project and contract management. The position will foster and maintain positive working relationships within the community and with the representatives of local, state and federal resource agencies, and will represent Napa RCD at public meetings and events.

### **Primary Responsibilities:**

- Design and implement wildlife and vegetation surveys, and act as the on-site biological monitor for project implementation. Proven skills to apply for appropriate state and federal permits, and ensure permit compliance throughout the duration of projects. Many projects will include special considerations for protected species.
- Design and implement stream channel condition surveys including measures of water quality, channel morphology, and bed surface grain size distribution.
- Develop new grant proposals to fund future projects and research regarding species preservation and other natural resources related work. Prepare grant reports on a regular basis.
- Maintain positive relationships and coordinate frequently with clients (including landowners and land managers) and regulatory agencies, resource agencies, environmental and technical staff to prepare environmental documents and implement mitigation and monitoring plans.
- Manage all aspects of projects, including: design, planning, and permitting; monitoring and documenting projects before, during, and after implementation; development and administration of new projects and contracts with multiple agencies; purchasing materials and services; developing and tracking budgets; and reporting.

- Utilize appropriate software and technologies, including GPS, ArcGIS, and other applications, to analyze biological and field data.
- Prepare a variety of reports and presentations, including technical reports, peer-reviewed publications, scientific presentations for technical audiences and the scientific community, as well as documents and presentations for nontechnical, community audiences.
- Work collaboratively with other organizations in the county and region to develop and expand Napa RCD's technical capabilities.
- Participate in Napa RCD's outreach and education programs through public speaking, social media, and other means.
- Provide some supervision and oversight for the day-to-day activities of other field staff.
- Assist with other Napa RCD events, projects, and programs as necessary.

### **Minimum Qualifications:**

- Bachelor's degree in biology, environmental science, or a closely related field.
- Five years of professional experience in designing and conducting biological field studies and/or environmental monitoring and assessment.
- Working knowledge of issues related to fisheries biology in Northern California (working knowledge of watershed issues in Napa County is a plus).
- Strong computer skills, including ability to navigate the internet, use Outlook, create Word, Excel, PowerPoint documents, and familiarity with ArcGIS.
- Excellent English written and verbal communication skills.
- Proficient in analyzing, interpreting, and synthesizing a variety of geographic data, including aerial photography, topographic maps, and GIS products.
- Ability to analyze, interpret, and report technical information to diverse audiences.
- Excellent organizational skills, including the ability to set priorities, manage time, work under pressure, and manage multiple projects effectively.
- Desire to embrace the mission of Napa RCD to promote responsible natural resource management through voluntary community stewardship and technical assistance
- Must be willing to travel locally within Napa County, and regionally within the Bay Area and Sacramento Valley region.
- Must be willing to maintain a flexible work schedule, with occasional work on weekday nights and weekends being required.
- Must possess a valid driver's license, good driving record, and proof of insurance at the time of hire.
- Must successfully complete a background check.

### **Desired Knowledge, Skills, and Experience:**

- Master's degree in biology, environmental science, or a closely related field.
- Understanding of key ecological processes influencing local riparian and stream ecosystems, including native fishes, amphibians, invertebrates, and plants.
- Knowledge of local flora and fauna life history details and habitat requirements.
- Ability to analyze, interpret, and report technical information to diverse audiences.
- Experience writing, securing, and managing grants.

- Experience with fisheries population modeling including interpretation of smolt production and adult spawner estimates.
- Experience with fisheries monitoring methods including trapping, netting, and tagging.
- Knowledge of permitting requirements for collection and study of special-status species. Possession of previous permits from the California Department of Fish and Wildlife, US Fish and Wildlife Service, and/or the National Marine Fisheries Service is a plus.
- Knowledge of the role of science in structured decision-making processes is a plus.

## **Organizational Background:**

Napa County Resource Conservation District (Napa RCD) was established in 1945 as a special district of the State of California to help farmers and ranchers in Napa County tackle erosion and other problems on their land. As natural resource issues change, we continue to evolve. Today, we help our community achieve conservation goals by providing technical assistance, educational programs, monitoring programs, and funding sources on issues ranging from fisheries to forest health, soil management, water conservation and quality, and more. Our team consists of conservation scientists and outreach and administrative professionals who are skilled at developing, implementing, and monitoring many types of projects. Our Napa RCD works at many scales — from the individual landowner to entire watersheds. Napa RCD works on projects with the USDA Natural Resources Conservation Service (NRCS) as feasible on specific projects and programs. Learn more about us here: <http://naparcd.org/>

## **Work Environment:**

Work hours are generally 8 A.M. to 5 P.M. from Monday through Friday, however, some work on weekday nights and weekends will be required. The primary place of work is the Napa RCD office in Napa, California, but local travel will be required, primarily within Napa County and the Bay Area / Sacramento Valley region. Work is performed in indoor and outdoor settings including:

- A professional office environment that includes operation of standard office equipment such as computers, tablet devices, phones, copiers and printers, calculators, and filing cabinets.
- Field settings that include various terrains and hot, cold, and wet conditions.

## **Physical Requirements:**

Ability to talk, listen, observe, stoop, reach, sit, stand, and use repetitive motions. Visual capacity to review and edit documents. Ability to frequently remain in a stationary position, operate a computer and other standard office equipment, and converse by telephone and in person. Ability to occasionally lift and/or move up to 30 pounds. Ability to work outside on uneven terrain in all weather conditions. Driving for local travel.

## **Compensation:**

Salary will range between \$75,199 - \$109,254 annually and will be commensurate with applicable experience and professional qualifications. Napa RCD full-time employees receive paid holiday, sick,

and vacation leave, CalPERS retirement benefits, an employer-paid health insurance plan, dental insurance, and access to a voluntary deferred compensation program.

## To Apply:

Please submit a complete application to [Anna@NapaRCD.org](mailto:Anna@NapaRCD.org) with the title "Environmental Scientist" in the subject line. No phone calls please. Your application should include:

- **Resume:** Your most recently updated resume;
- **Professional references:** A list of names, phone numbers, and email addresses of three people familiar with your professional contributions and qualifications;
- **Cover letter:** This is your opportunity to briefly share why you are interested in and qualified for this position. Share something that isn't easily understood from your resume.
- **Sample documents:** Two sample documents that you authored or co-authored which demonstrate your previous work and would be relevant to this position.

**The position is open until filled. However, the first screening deadline is September 25, 2020.** The selection process may consist of but is not limited to an evaluation of the applicant's qualifications, one or more interviews, and a written exam. Any part of the selection process, including a decision to hire, may be modified or canceled to meet the needs of Napa RCD. Napa RCD is an Equal Opportunity Employer.