



## Midpeninsula Regional Open Space District *JOB ANNOUNCEMENT*

### **Ecologist III** (working title for Resource Management Specialist III)

Annual Salary Range: \$123,202-\$153,840  
(salary range represents a Board approved increase effective July 7, 2025)

**Deadline to Apply: July 13, 2025**

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Are you an experienced and highly motivated Ecologist with a solid background in biology/ecology and have a passion for protecting and preserving open space? If so, then we have an outstanding opportunity for a top-level Ecologist to join our team of resource management professionals working to protect and restore the natural environment within Midpen's land in the Santa Cruz Mountains and the San Francisco Peninsula. Bring your professional expertise to Midpen to support our mission!

**About the Position:** This position oversees aspects of Midpen's vegetation management programs; advises and monitors field and office staff and contractors on vegetation management; leads a multi-department team in reviewing and setting priorities for all vegetation management activities on approximately 72,000 acres according to Midpen policy; train staff in ecologically sensitive vegetation management and safety; conducts field inspections; recommends appropriate treatment methods; monitors work; and reports on the progress of the programs to the General Manager, Board of Directors, and public.

Highly qualified candidates have knowledge and proven experience in the following areas:

- IPM principles in the management of invasive, weedy and flammable plants and pest animals in natural park environments and facilities.
- Knowledge of plant taxonomy and natural community ecology.
- Familiarity with federal, state, and local statutes and regulations related to vegetation management and plant collecting.
- Ability to identify plants (including special status plants), pests and sensitive environments with the Santa Cruz Mountains region.
- Analyzing the impacts of projects on native plant species and sensitive natural communities.
- Managing complex large-scale projects.
- Conducting botanical field surveys, or experience conducting such botanical field surveys under the direction of an experienced botanical field surveyor.
- Hiring and oversight of consultants and contractors.
- Project management.
- Report writing.
- Supervision.
- Must have, or be able to obtain within one year of hire date, a California Pest Control Advisor license, Qualified Applicator License, or Qualified Applicator Certificate.

#### Qualities

- Strong communication and interpersonal skills.
- Collaborative.
- Proactive problem solver.
- Possess excellent judgment.
- Self-directed.

#### Highly Desired

- Master's Degree.
- Experience in the public sector.

For additional information, see the description of Midpen's [Integrated Pest Management Program](#), [Wildland Fire Resiliency Program](#), and [job description](#) on Midpen's [website](#).

**Licenses & Certifications Required:**

- Possession of a valid California Driver's License.
- Must have, or be able to obtain within one year of hire date, a California Pest Control Advisor license, Qualified Applicator License, or Qualified Applicator Certificate.

**Work Environment:** This position is part of the Natural Resources Department at Midpen's administrative office in Los Altos, California. Fieldwork is seasonally dependent, project-driven, and is an integral part of this position. Therefore, in addition to working in the office, the Ecologist III will sometimes work in the field. Fieldwork will require driving in remote areas on dirt roads, working in all weather conditions, and hiking through steep terrain and wildland areas. Ideal candidates will be comfortable working in these types of field conditions, as well as in an office environment.

Following onboarding and successfully meeting job performance expectations, the Ecologist III will be eligible to work a hybrid schedule (work from home 2 days per week and in the office 3 days per week).

**Education and Experience:**

Any combination of training and experience that would provide the required knowledge, skills and abilities is qualifying. A typical way to obtain the required qualifications would be equivalent to graduation from an accredited four-year college or university with major coursework in natural resource management, ecology, biology, environmental design, or a closely related field and:

- Three (3) years of increasingly responsible experience in natural resource management preferably in parks or open space, and
- At least one (1) year of supervisory and administrative responsibility.

**Benefits:** Midpen provides a competitive benefits package including health, life and disability insurance, CalPERS pension and paid leaves. Detailed information is available on the [Benefits](#) page of our website.

**How to Apply:** Apply online via [CalOpps.org](#). The deadline to apply is July 13, 2025.

**The following four application items are required to be considered for the position:**

1. Fully completed CalOpps employment application\*
2. Resume
3. Cover letter
4. Supplemental question responses

*\*Incomplete CalOpps employment applications, or applications without the required application items listed here, will not be considered for the position.*

**Recruitment Timeline:**

*(Dates are subject to change. We are unable to accommodate individual schedules).*

First Interview (virtual): July 24, 2025

Written Exercise (virtual): July 28, 2025

Second Interview/Field Exercise (in person): August 1, 2025.

Midpen reserves the right to limit or deny off-duty employment or business ownership which creates a conflict of interest or an incompatibility with District employment. Additional information can be found in the Personnel Policies and Procedures Manual [Section 4.13 Off-Duty Employment and Business Ownership](#).

Midpeninsula Regional Open Space District is an Equal Opportunity Employer

Applicants with disabilities may request reasonable accommodation by contacting the Human Resources department at 650-691-1200.

***Put your passion for Open Space to work!***