



Midpeninsula Regional Open Space District - *JOB ANNOUNCEMENT*

Resource Management Specialist I/II (Wildlife)

(including full benefits with CalPERS pension)

Annual Pay Range

(Midpen determines hiring level depending on qualifications)

Resource Management Specialist I: \$106,412-\$132,925

Resource Management Specialist II: \$117,353-\$146,537

Application Deadline: Sunday, October 26, 2025

Do you have a passion for protecting and preserving open space? Midpeninsula Regional Open Space District (Midpen) is seeking skilled and motivated Resource Management Specialists (RMS) I/II 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. While there is regular field work, the ideal candidates will also bring strong communication, project management, creativity, and collaboration skills to the position.

About Midpen: Midpen helps plants, animals and people thrive throughout the greater Santa Cruz Mountains region by preserving a greenbelt of more than 70,000 acres of public open space with more than 250 miles of trails in 27 extraordinary preserves, permanently protected for natural resource conservation and ecologically sensitive public enjoyment and education. Midpen is a public agency with a focused mission that guides our work, and where every employee makes an impact. If you are looking for an outstanding opportunity to contribute to the legacy of open space protection, natural resource restoration and outdoor recreation, working with an incredible team of like-minded colleagues, we invite you to apply for this position! At Midpen, we believe open space is for all. Our public lands are shared spaces provided for the community by the community. All people, regardless of background, deserve respect, dignity, safety, and a sense of belonging. Midpen welcomes all people to enjoy the public open space preserves we hold in trust, supporting the mental, physical, and social well-being of our region.

About the Position: Midpen has two vacancies for the position of RMS I/II. The RMS I/II performs all aspects of wildlife management for the Natural Resources Department and in support of other Department capital improvement and routine maintenance work. The selected individual will be responsible for performing, developing, executing and managing wildlife management projects and providing biological expertise and oversight for other District projects. Work will include project management for wildlife specific projects such as species surveys, habitat mapping, development of best management practices, biological monitoring, biological awareness trainings, permitting and biological reporting in support of new construction, routine maintenance and habitat restoration projects. The RMS I/II may perform these duties directly or participate in the hiring, selection, and oversight of consultants and contractors to perform natural resources related tasks. Successful performance of work requires significant knowledge of California wildlife species, especially special status species, biological protection measures, and a basic understanding of the California Environmental Quality Act (CEQA) and state and federal agency permitting. More experienced candidates will have progressive educational and work experience in one or more of the following (or related) disciplines: biology, ecology, ornithology, mammalogy, ichthyology, herpetology, zoology, fisheries, wildlife management, wildlife connectivity, etc.

Responsibilities

The Resource Management Specialist I performs most of the duties required of the position but at an entry-level to support more experienced Resource Management Specialists and the Natural Resources Program as a whole. As experience is gained, assignments become more varied and are performed with increasing independence. At this level, the RMS I will assist with species surveys, monitoring, data collection, data entry, reporting, submission of samples, communication with the public, and care of monitoring equipment. The RMS I will assist with hiring, selection and management of consultants and contractors; and help to prepare detailed summaries and reports. The RMS I may assist project managers by providing valuable resource information and guidance, and serve as the liaison for subject matter experts. Work is typically assigned to small scale projects or to support larger scale projects that are managed by more experienced resource management staff.

The Resource Management Specialist II performs the full range of duties required to plan, develop, and coordinate species and habitat survey and monitoring, reporting, permitting and coordination. The RMS II is typically assigned to medium and large-scale projects and may manage these projects independently or be assigned to support larger interdisciplinary interdepartmental project teams as a natural resources subject matter expert. At this level staff receive only occasional instruction or assistance as new or unusual situations arise and are fully aware of the operating procedures and policies. The RMS II will lead hiring, selection, and management of consultants and contractors independently or as part of a larger team; write detailed technical summaries and reports for District staff, the Board, and the public; prepare grant applications; and design and lead field surveys with oversight from the Senior Resource Management Specialist.

The RMS I/II [job description](#), can be found on our job description page at www.openspace.org.

A Few Reasons Why You May Love This Job

- Collaborative work that directly supports Midpen's mission to protect and restore the natural environment and contributes to providing nature's benefits to everyone
- You'll be part of a talented and dynamic team of bright, energetic, and motivated professionals with a passion for the outdoors, trails, and preserving open space
- Excellent employee benefits, including medical, dental, vision, tuition reimbursement, and a retirement pension through California Public Employees Retirement System (CalPERS)

Work Environment: The RMS I/II functions within a team environment in the Natural Resources Department at Midpen's office in Los Altos, California and reports to the Sr. Resource Management Specialist. In addition to working in the office, the RMS I/II will often work in the field and hike through steep terrain and wildland areas. Fieldwork will require driving in remote areas on dirt roads, working in temperatures ranging from cold and blustery to hot and dry, with exposure to poison oak, ticks and other wildlife, and may require working early or late hours to survey for nocturnal or crepuscular wildlife. Ideal candidates will be comfortable working in these types of field conditions, as well as in an office environment. Midpen offers a hybrid office/telecommute and 9/80 work schedule for this position following onboarding and successfully meeting job performance expectations.

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](#).

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:

Resource Management Specialist I: equivalent to graduation from an accredited four-year college or university with major coursework in ecology, biology, wildlife, or related field. One (1) year of experience in evaluating, surveying, or monitoring of natural resources systems, especially Californian, is highly desirable.

Resource Management Specialist II: equivalent to graduation from an accredited four-year college or university with major coursework in ecology, biology, wildlife, or related field and two (2) years of increasingly responsible experience in evaluating, surveying, or monitoring of natural resources systems, especially Californian.

Licenses & Certifications Required: Possession of a valid California Driver's License.

Benefits: Midpen provides an excellent benefits package including health, life & disability insurance as well as CalPERS pension. Please see the [Benefits](#) page on Midpen's website for details.

How to Apply: Apply online at CalOpps.org.

Application deadline is Sunday, October 26, 2025. Applicants with the most relevant experience and qualifications suitable for the position will be contacted for an interview.

The following application items are required to be considered:*

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

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

Interview Schedule: (we are unable to accommodate individual schedules)

First Interview (virtual): Thursday, November 13, 2025

Field & Written Exercise/ Second Interview (in person – location TBD): Wednesday, November 19, 2025

A note to applicants who currently live outside of the San Francisco Bay Area: before committing to the application process, and if you haven't done so already, we suggest evaluating the feasibility of relocation. We recommend researching the cost of living in the San Francisco Bay Area, the cost to relocate, and typical commute times to Los Altos from outlying areas.

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!