**Seasonal and On-call Biologists**

Swaim Biological, Incorporated (SBI) is seeking seasonal field biologists to monitor construction activities (including habitat restoration, creation, vegetation management, utility & transportation infrastructure, etc.) and assist with special-status species assessments and surveys. SBI is a small, woman-owned consulting firm that provides natural resource consulting services to a variety of clients including state and local agencies, large consulting firms, land trusts, non-profits, park districts, and private entities. SBI projects range from baseline environmental studies, impact analyses, mitigation and monitoring, to research on special-status species for conservation and management. SBI works primarily in the San Francisco Bay-Delta and Sacramento/San Joaquin Valley areas but work can occur statewide. Both full and part-time seasonal (generally Feb-Nov) positions and On-call positions are available, with potential to become permanent depending on merit and workload.

Primary duties include:

• Perform biological compliance monitoring and reporting.

• Conduct special-status species surveys (flora and/or fauna), nesting bird surveys, pre-construction surveys.

• Assist with project environmental reviews, including site assessments, database searches, and report preparation.

A BA/BS in biology or related field is preferred. However, those expecting to graduate in spring 2021 are encouraged to apply if the required skills are demonstrated from field coursework or related experience. Ai minimum, candidates should have a basic understanding of California flora and fauna, and general knowledge of species inventory surveys and environmental regulations relevant to California (Endangered Species Act, Clean Water Act, Migratory Bird Treaty Act, CEQA, NEPA, etc.). Preference will be given to candidates with 2+ years of experience in environmental consulting/biological monitoring, especially those who can demonstrate previous monitoring approvals by state and federal agencies for one or more of the following species: California tiger salamander, California red-legged frog, foothill yellow-legged frog, southern mountain and/or Sierra Nevada yellow -legged frog, blunt nosed leopard lizard, Alameda whipsnake, San Francisco gartersnake, and giant gartersnake. Experience with other special-status species (vernal pool fairy shrimp, small mammals, raptors, etc.) is a plus. Excellent communication skills, ability to understand and implement appropriate safety actions, and ability to work alone and/or in teams is essential. Strong written and verbal communication skills are required. GIS and GPS experience, and possession of a scientific collecting permit and/or any federal recovery permits or qualifications to be added to one are desirable.

Job applicants are expected to:

• Possess a valid driver's license and reliable personal vehicle (4WD preferred, but not required).

• Conduct strenuous and physically demanding field work in various temperature regimes.

• Travel and work nights and weekends on occasion.

• Willingness and ability to take and pass drug screening and background checks.

Hourly rate range is $22.00 - $45.00+ depending on experience.

To apply send a cover letter that identifies your desired position (seasonal or on-call) and when you would be available to start, a resume and three current references with contact name, affiliation, email, and phone number to kswaim@swaimbio.com. Qualified candidates will be contacted for interviews. No phone calls please.