



Associate Biologist

McCormick Biological, Inc. (MBI) is a biological consulting firm based in Bakersfield, CA, that specializes in the San Joaquin Valley of Central California. Our team consists of biologists and admin support professionals who work together in a fast-paced environment to meet client needs. We pride ourselves on completing work safely, offering a variety of work experiences, and supporting a culture of continuous learning through professional development. We are currently seeking applicants for a full-time (40 hours/week), hourly position. If you would match well with a small company where your contributions can have an immediate impact, read on.

General Job Description:

Associate biologists will work alongside other senior and staff biologists to manage projects, schedule, communicate with clients and coordinate teams to conduct surveys for the detection of state- and federal-listed species. In addition, associate biologists prepare written evaluations of biological resources, identify plants and wildlife observed during surveys, evaluate potential for species occurrence, and monitor construction in compliance with biological/environmental avoidance, minimization, and mitigation measures.

Physical Demands and Work Environment:

- Work will be conducted in both field and typical office environments.
- This position is based in Bakersfield, CA, but field sites may be distributed throughout central California. Occasional over-night travel may be required.
- Field work may be pre-scheduled up to 1-week in advance but may fluctuate frequently based on staffing and client needs.
- This position is classified as non-exempt, with overtime paid per California labor code.
- Field work will be completed over an 8-hour workday. Overtime may be required to accommodate for longer travel times to specific field sites, biological constraints, and/or client requirements.
- Surveys will consist of hiking up to several miles per day under variable weather conditions (e.g., heat, sun, fog, cold, rain, etc.) and potentially in steep terrain while carrying up to 20 lbs. of gear. Applicants must be physically capable of performing these tasks.
- In addition to variable terrain, weather and air conditions, hazards may include remote locations, biting insects, rattlesnakes, and barbed-wire fencing, among others.
- Field attire appropriate for hiking is required, and will be supplied by the employee (e.g., shirts with sleeves, long pants, hat, sunglasses, and hiking boots). Many field sites require additional personal protective equipment (PPE) including, but not limited to, high-visibility vest, safety glasses, fire-resistant clothing (FRC), steel-toed boots, hard hats, and H₂S monitors. All required safety equipment will be provided by MBI.
- Associate biologists are expected to understand, follow, and implement agency-required protocols, when available, for focused biological surveys. Some surveys will require a thorough understanding of species' life history and habitat requirements to assist in survey design.

Required Qualifications:

- B.S./B.A., M.S./M.A. from an accredited college or university with emphasis in the biological sciences, ecology, plant or wildlife biology, or a related field.
- 5+ years of wildlife, ecology, conservation, and/or botany experience. A combination of education and experience will be considered to meet this requirement.
- Demonstrated knowledge of environmental regulations such as state and federal endangered species acts, the California Environmental Quality Act, the National Environmental Policy Act, the Clean Water Act, etc.
- Demonstrated proficiency with MS Office, Google Earth Pro, and ArcGIS applications including Survey123 and Collector.
- Demonstrated written and verbal communication skills, including active listening.
- Experience with team situations, working independently, and fast-paced, high turnaround project environments where multi-tasking is required.
- Exhibit initiative, responsibility, flexibility, and leadership (willing to train, mentor and lead others, and be open to coaching and feedback).
- Experience in map reading, orienteering, and/or wilderness survival.
- A working smart phone for daily communications and data collection.
- Possession of a valid state-issued driver's license (or ability to obtain a license) and reliable transportation to and from MBI's office.
- Must be at least 18 years of age at the time of employment.
- Employment is conditional on successfully passing pre-employment drug and alcohol screen and is subject to educational and criminal background check.

Desired Qualifications:

- Permits (or the ability/experience to obtain permits) to handle state- and federal-listed threatened and endangered species.
- Experience serving as a qualified biologist, designated biologist (or other agency-authorized biologist) authorized under agency permits such as habitat conservation plans, federal biological opinions, or state incidental take permits.
- Experience with project management and demonstrated ability to liaise with clients.
- Growth mindset with the desire to contribute to a dynamic company culture.
- Preference will be given to applicants who have direct experience with San Joaquin kit fox, blunt-nosed leopard lizard, giant kangaroo rat, Tipton kangaroo rat, San Joaquin antelope squirrel, Swainson's hawk, California tiger salamander, or other central California listed species.

Compensation:

\$25–\$35/hour, DOE

Benefits:

- Sick leave, health insurance (partial premium), paid time off, Simple IRA plan, etc. upon meeting qualifications.
- Employees will be provided with a \$10 per month cell phone use stipend, and company vehicles are available for transportation to and from field sites.
- Bonus eligibility.