



Senior 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 salaried/exempt position. If you would match well with a small company where your contributions can have an immediate impact, read on.

General Job Description:

Senior Biologists are responsible for estimate/proposal preparation, biological survey design, directing/leading staff on survey and report tasks, coordinating work schedules, and communication with Principal Biologist, agency personnel, and client representatives to complete project objectives. Senior Biologists participate with the Principal Biologist and Director of Operations in planning monthly staff meetings, staff training, and business strategy development. As a Senior Biologist at MBI, it is expected that you independently complete biological consulting tasks with limited coordination with the Principal Biologist.

Responsibilities:

- Environmental planning and permitting for oil and gas, linear transmission, renewable energy, infrastructure, and other land use development projects.
- Preparation of reports and permit application packages for the Bureau of Land Management, California Department of Fish and Wildlife, Regional Water Quality Control Board, U.S. Army Corps of Engineers, U.S. Fish and Wildlife Service, U.S. Forest Service, and county/city government agencies.
- Project and task leader supporting preparation of biological impact analysis documentation for projects subject to compliance with the California Endangered Species Act, Federal Endangered Species Act, Clean Water Act, California Environmental Quality Act, and National Environmental Policy Act.
- Preparation of reports compiled from survey results that address potential impacts to biological resources from proposed client projects.
- Supervise and mentor junior staff in biological consulting skills.
- Seek new clients and capitalize on existing client relationships to expand MBI's business opportunities in the regional market through a combination of excellence in technical delivery and business development.

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.
- Based on the degree of expertise required for certain projects, Senior Biologists will provide field supervision that can require 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.

- Senior 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 complete 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.
- 10+ years of field experience with biological resources of central California, emphasis on endangered and threatened species of the San Joaquin Valley, Sierra Nevada, Tehachapi, and Transverse Ranges and foothills, Coast Ranges, and/or Mojave Desert.
- Sufficient combination of education and experience to understand the biology, law, and regulations that contribute to delivery of high-quality consulting services.
- Permits to handle state- and federal-listed threatened and endangered species under existing state and/or federal authorizations or a combination of sufficient experience and skills that would result in issuance of state and federal wildlife handling permits and certifications upon application.
- 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.
- Experience with team situations, working independently; and fast-paced, high turnaround project environments.
- Exhibit initiative, responsibility, flexibility, and leadership (ability to train, mentor and lead others, and be open to coaching and feedback).
- 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.
- Employment is conditional on successfully passing a drug test administered at an off-site laboratory and is subject to educational and criminal background check.

Desired Qualifications:

- Experience with environmental permitting and the associated documentation.
- Experience leading successful, productive teams and participating in business development.
- Experience with regulatory personnel in central California, including local/regional, state, and federal agencies.

Salary:

DOE

Benefits:

- Health insurance (partial premium), paid time off, simple IRA plan, continuing education allowance etc. upon meeting qualifications.
- Employees will be provided with a \$10 per month cell phone use stipend, and company vehicle for transportation to/from field sites.
- Bonus eligibility.