

MELDI CAREER RESOURCE GUIDE TO  
ENVIRONMENTAL JOBS:  
REQUIRED SKILLS  
EXPERIENCE NEEDED  
AND EXPECTED SALARY RANGE



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University of Michigan  
School of Natural Resources and Environment (SNRE)  
2006

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## **MELDI CAREER RESOURCE**

### **GUIDE TO ENVIRONMENTAL**

#### **JOBS:**

#### **REQUIRED SKILLS**

#### **EXPERIENCE NEEDED**

#### **AND**

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#### **MELDI**

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## **OVERVIEW OF MELDI**

The Minority Environmental Leadership Development Initiative (MELDI) began in January 2003 at the University of Michigan's School of Natural Resources and Environment. Since its inception, MELDI has developed a website that has a plethora of resources and information on careers in the environmental field, diversity issues, and minority affairs. The site is used by thousands of people each year.

MELDI's staff undertook a series of studies to examine the status of minority students in academic environmental programs, study the work experiences of workers in the environmental labor force, and collect data on the demographic characteristics of environmental organizations. Preliminary results from these studies were unveiled at the National Summit on Diversity in the Environmental Field. The Summit on Diversity was organized by MELDI and held from August 28-30, 20005 at the University of Michigan's School of Natural Resources and Environment.

## **PROGRAM AND CONFERENCE SUPPORTERS**

We would like to thank the Joyce Foundation for its generous support that made it possible to start MELDI. Without funding from the Joyce Foundation, this project would not have come to fruition. We would also like to thank the Rackham Graduate School at the University of Michigan for providing matching funds to support the MELDI fellowships, and the School of Natural Resources and Environment for providing office space and technical support for MELDI. We are also grateful for the matching funds provided by the Offices of the Provost and the Vice Provost. The faculty, staff and students of the School of Natural Resources and Environment, Michigan Sea Grant, as well as the Center for Afroamerican and African Studies have also been very supportive of our efforts, and for this we are grateful.

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# MELDI CAREER RESOURCE GUIDE TO ENVIRONMENTAL JOBS

The [MELDI Career Resource Guide to Environmental Jobs](#) contains a variety of environmental jobs that may be listed in various organizations and agencies. More than 220 jobs are described. The guide lists the skills and qualifications required for each job, salary ranges, and years of experience desired. In some cases there are multiple job titles that are listed under one heading. The qualifications and salary ranges vary for these jobs based on seniority.

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## JOB DESCRIPTIONS

**Job Title:** [Agronomist](#)  
**Desired Qualifications:** M.S. or Ph.D. degree in agronomy/related field  
**Skills Required:**

- M.S. or Ph.D. degree in agronomy/related field;
- Experience with commercial potato production is desirable;
- Self-motivated, goal oriented and have a hands-on approach;
- Ability to design, plan and conduct projects independently as well as in a team environment;
- Ability to perform appropriate statistical analysis, interpret and summarize data, and prepare reports;
- Strong written and spoken communication skills;
- Great attention to details and excellent computing skills;
- Previous supervisory experience is desirable.

**Salary Range (Annual):** \$38,558-\$116,633  
**Experience Desired (Years):** (Unknown)

**Job Title:** [Air Quality Planner/Public Outreach Coordinator](#)  
**Desired Qualifications:** (Unknown)  
**Skills Required:**

- Exp. in planning, air emissions inventory or SIP development;
- Public relations, and inter-jurisdictional collaboration desired;
- Excellent written and oral communications skills;
- Willingness to travel;
- Drivers' license.

**Salary Range (Annual):** \$35,000 - \$45,000  
**Experience Desired (Years):** (Unknown)

**Job Title:** [Air Quality/Noise Specialist](#)  
**Desired Qualifications:** (Unknown)  
**Skills Required:**

- Fluent in statewide and/or federal requirements;
- Develop proactive solutions to complex and technically challenging air quality and noise impacts;
- Mentor junior level staff;
- Excellent communication skills;
- Ability to work with multi-discipline oriented teams are essential;
- Provide technical management and analytical support for CEQA and EIR prep;

- Willingness to travel.

Salary Range (Annual): \$31,000 - \$67,050  
 Experience Desired (Years): 5 to 10

Job Title: **Ambient Air Senior Consultant**

Desired Qualifications:  
 Skills Required:

- Familiar with a range of techniques.
- Candidates with acoustics/occupational hygiene experience working under ISO 17025 are preferred.

Salary Range (Annual): (Unknown)  
 Experience Desired (Years): A minimum of 4 years experience

Job Title: **AmeriCorps Vista**

Desired Qualifications:  
 Skills Required:

- B.A./B.S. preferred
- Teamwork and Cooperation;
  - Strong written and oral communication skills;
  - Experience with office equipment;
  - Desire to help youth develop leadership and job skills;
  - Ability to deal with the unexpected;
  - Ability to participate in intense labor/varied weather conditions;
  - Valid driver's license;
  - Experience teaching and/or leading youth;
  - Ability to pass a relevant criminal background check.

Salary Range (Annual): \$9,600  
 Experience Desired (Years): (Unknown)

Job Title: **Apprentice Livestock Manager**

Desired Qualifications:  
 Skills Required:

- (Unknown)
- Hard working, dependable and open to learn;
  - Willing to organize and work with interns and volunteers;
  - Willing to work flexible schedule.

Salary Range (Annual): (Unknown)  
 Experience Desired (Years): At least one year of animal care experience.

Job Title: **Assistant Director, Research Programs**

Desired Qualifications:

(Unknown)

- Skills Required:**
- At least one year of experience comparable to GS-14 level work in a natural resources or related field;
  - Ability to oversee the management of organizational assets to accomplish an organization's mission;
  - Ability to build coalitions/communicate within and outside an organization;
  - Ability to make timely and effective decisions, producing results through strategic planning and the implementation and evaluation of natural resource programs and policies;
  - Ability to lead and motivate employees;
  - Ability to lead change and encourage innovation and creative thinking;
  - Ability to conduct scientific investigations, analyze and synthesize scientific information, and/or apply science findings to protect, manage, and use natural resources.

**Salary Range (Annual):** \$94,982 - \$123,477 (GS-15)  
**Experience Desired (Years):** 1

- Job Title:** [Assistant Ecologist](#)  
**Desired Qualifications:** Bachelors of science or Masters of science  
**Skills Required:**
- Applicants must have some ecological field work experience and a related qualification at least to BSc standard;
  - An MSc, vocational qualification in botanical identification, experience in protected species survey or a basic knowledge of Environmental Impact Assessment would be extremely advantageous.

**Salary Range (Annual):** \$15,000-25,000  
**Experience Desired (Years):** (Unknown)

- Job Title:** [Assistant Program Manager](#)  
**Desired Qualifications:**
- Must possess a valid driver's license;
  - Must have a Bachelors Degree in Natural Resource Management, Resource Planning, Soil Science, Environmental Science, Environmental Engineering, Watershed Management or a related field.

- Skills Required:**
- **Knowledge of:**
    - Microsoft Office and the Microsoft File Structure. Knowledge or experience with ArcView GIS preferred;
    - Conservation and best management practices including erosion control, storm water management, water conservation, fertilizer management, and defensible space preferred;
    - Native/adapted species and invasive weeds of the Tahoe Basin preferred;
    - Lake Tahoe's ecological and environmental issues preferred.
  - **Ability to:**
    - Deploy excellent leadership, organizational and communication skills;
    - Perform conservation plans and site evaluations utilizing standard forms and software;
    - Speak and present to the public through a wide range of media.

- Salary Range (Annual):**
- FLSA Status: Exempt
  - Salary Range: \$37,000- \$48,000

**Experience Desired (Years):** (Unknown)

**Job Title:** [Associate Environmental Planner](#)

Desired Qualifications: A degree in urban planning, environmental studies or a related field  
Skills Required:

- Qualified candidates must have excellent written and verbal communication skills;
- Proficient in Windows, Microsoft Office Suite, WordPerfect, and graphics programs.

Salary Range (Annual): (Unknown)  
Experience Desired (Years): Minimum of two years of professional consulting work experience involving diverse clients and strict adherence to schedule and budget parameters.

Job Title: **Associate Scientist / Permitting Assistant**  
Desired Qualifications: Qualified candidates will possess a B.S. or M.S. Degree in Biology or related Natural Science discipline.  
Skills Required: Excellent communication skills, both written and verbal.  
Salary Range (Annual): (Unknown)  
Experience Desired (Years): Minimum of 5-7 years experience as an Associate Scientist/Permitting Assistant with experience in regulatory permitting/local, state, or federal rules/wetland identification, and functional assessment knowledge. Prior regulatory agency experience a plus.

Job Title: **Attorney**  
Desired Qualifications: Juris Doctor  
Skills Required:

- An excellent litigation track record;
- Environmental law experience preferred;
- A demonstrated commitment to the environment.

Salary Range (Annual): Mid \$40,000s  
Experience Desired (Years): (Unknown)

Job Title: **Biodiversity Outreach Coordinator**  
Desired Qualifications: BS in ecology or a related field  
Skills Required:

- Familiarity with biodiversity conservation and local land use planning;
- Basic GIS skills (ArcView 3.X, ArcGIS);
- Excellent oral and written communication skills.

Salary Range (Annual): (Unknown)  
Experience Desired (Years): 3-5 years of experience

Job Title: **Biologist (Botany / Terrestrial)**  
Desired Qualifications:

- High school diploma or an equivalent combination of education, training, and experience in Biological Science, Ecology, Wildlife Biology, Zoology or related field;
- Course work in field oriented classes such as herpetology, mammalogy, ornithology, botany, ecology, etc.;
- Professional certification either in doing work on specific listed species or certifications from one of the leading professional societies;
- Advanced course work or research in a field-oriented discipline.

Skills Required:

- Knowledge of state and federal regulations protecting sensitive biological resources;
- Thorough understanding of the state and federal agencies implementing these regulations;
- Demonstrated ability to work well under pressure and to prioritize and

balance sometimes heavy workloads to achieve goals while keeping up with a highly mobile and changing environment;

- Team player with demonstrated ability to work well with others, to keep other team members aware of project and client need;
- Excellent written and oral communication skills;
- Ability to perform training on a variety of project related work or on a variety of environmentally-related subjects;
- A high commitment to providing excellent quality service to internal clients;
- Ability to proactively identify issues of concerns for the company or clients organizations and to develop a plan for mitigating potential adverse effects of these trends.

Salary Range (Annual):  
Experience Desired (Years):

(Unknown)  
Two or more years experience performing environmental assessment work on utility-related or other types of projects, including assessments for occurrence of sensitive species and resources, impact assessments, developing mitigation measures, etc.

Job Title:

**Biologist(Mid/Senior Level)**  
**\*Wetland/Fisheries Biologist**  
**\*Biology Technician**

Desired Qualifications:

- LEP licensure (CT-candidate specific) or LSP licensure (MA-candidate specific)
  - Masters degree and several years of applicable experience
  - B.A./B.S. Natural resources/related field

Skills Required:

- Strong technical skills in assessment and remediation of retail petroleum, commercial real estate and industrial sites;
- Financial/business, management background and RCRA experience is a plus;
- Self-directed, professional, detail-oriented and organized;
- Ability to create and maintain databases, PDF. reports;
- Provide support to Project Managers;
- Excellent verbal and written communication skills;
- Proficient usage of Microsoft products (Excel, Access, Word, etc.);
- FERC, and DOT experience are critical;
- Project management, proposal writing, client coordination, supervision of fieldwork, and reporting;
- Supervision/administration exp. is an advantage.

Salary Range (Annual):  
Experience Desired (Years):

\$26,253 - \$88,770  
3 to 10

Job Title:

**Camp Counselor**

Desired Qualifications:

16 Years Old

Skills Required:

- CPR/First Aid Certification.
- Experience working with children;
- Enjoy working outdoors;
- Wilderness First Responder Certification;
- Life guard certification;
- Teaching experience;
- Recreational Leadership skills;
- Music, theatrical and/or artistic abilities;
- Speak and write effectively.
- Natural history.

Salary Range (Annual):  
Experience Desired (Years):

\$1,325 - \$2,750  
(Unknown)

**Job Title:** **Camp Educator**  
**Desired Qualifications:** B.Sc, B.A. Education  
**Skills Required:**

- Teaching proficiency;
- Curriculum development;
- Natural history;
- Swimming, life guard certification.

**Salary Range (Annual):** \$28,000-\$32,000  
**Experience Desired (Years):** (Unknown)

**Job Title:** **Camp Manager**  
**Desired Qualifications:** G.E.D.  
**Skills Required:**

- Good verbal and writing skills;
- 25 years old;
- Managerial experience;
- Experience coordinating group efforts/teaching/leading outdoors.

**Salary Range (Annual):** \$10,400  
**Experience Desired (Years):** 2

**Job Title:** **Chain-of-Custody (CoC) Associate**  
**Desired Qualifications:** Bachelor's degree in Forest Products, Forestry, Natural Resource Management or a related field required.  
**Skills Required:**

- Environmental management system auditor training experience preferred;
- Knowledge of SW Certification and/or FSC certification a plus;
- Strong word processing, databases, spreadsheets and presentation skills;
- Strong organizational and multi-tasking skills and attention to detail;
- Strong verbal and written communication skills;
- Strong customer service skills;
- Ability to work independently and as part of a team; and
- Willingness to travel up to 10% of the time.

**Salary Range (Annual):** (Unknown)  
**Experience Desired (Years):** Minimum of 2-3 years work experience, preferably in forest product industry, forestry or related field

**Job Title:** **Chair**  
**Desired Qualifications:** Ph.D.  
**Skills Required:**

- Experience in teaching or research, in addition to administrative and budget management;
- Ability to provide evidence of leadership, superior communication skills, innovative thinking;
- Ability to effectively facilitate the work of faculty, staff and students;
- Ability to profile achievements of others;
- Successful in development of funding and support for scholarly programs;
- Commitment to providing facilitative leadership and working cooperatively within a multi-disciplinary community.

**Salary Range (Annual):** Commensurate with experience  
**Experience Desired (Years):** (Unknown)

**Job Title:** Chapter Director/Fundraiser  
**Desired Qualifications:** B.A./B.S. degree in Environmental Studies, Political Science, Non-Profit Management or a closely related field.  
**Skills Required:**

- Strong demonstrated written and oral communication skills. Demonstrated public speaking ability;
- Excellent knowledge and background in specific conservation and environmental issues pertinent to the area;
- Prior experience and knowledge of managing programs, staff, fundraising and budgets;
- Demonstrated ability and effectiveness working with, training, and motivating volunteers.

**Salary Range (Annual):** (Unknown)  
**Experience Desired (Years):** At least 3 years of experience in managing a non-profit organization, fundraising, campaign planning and grassroots organizing.

**Job Title:** Chemical Management Program Leader  
**Desired Qualifications:** Bachelor of Science degree in related science or engineering discipline.  
**Skills Required:**

- Expertise in the areas of Hazard Communication, chemical handling / storage practices, Chemical Hygiene practices / standards, global Chemical Control laws & regulations, Pollution Prevention, MSDS Authoring / Toxicology, Chemical Management auditing and risk management, Environmental / Release reporting, and/or Product Stewardship are highly desirable;
- Must have working knowledge of the various rules and regulations guiding the programmatic principles cited above in at least some global jurisdictions (regions of the world), and desire / capability to grow further in to other regions/areas;
- Excellent leadership, communication, influencing and interpersonal skills are required;
- Excellent digitization / computer skills;
- High energy / self-starter / self-driver;
- Experience and skills in multi-program and project management (including financial skills) strongly desired;
- Second language (or more) a plus (but not a pre-requisite);
- Approximately 10-15% global travel required. Can vary from short domestic trips to days abroad in regions in which GE operates (subject to various aspects of GE`s Travel and Travel Restrictions Policy).

**Salary Range (Annual):** (Unknown)  
**Experience Desired (Years):** At least 10-15 years experience in industry or industrial consulting related to disciplines within the chemical management field

**Job Title:** Chemist  
**Desired Qualifications:** \*Support Scientist  
 B.S. Chemistry/related field  
**Skills Required:**

- Knowledge of analytical chemistry and skill in operating analytical equipment;
- Good knowledge of up to date techniques;
- Ability to liaise w/clients directly;
- Proven record of scientific publications;
- Experience in development, implementation, leadership, and completion

- of research projects;
- Ability to lead multi-disciplined scientific teams in a reliable and highly professional manner.

Salary Range (Annual): \$29,037 - \$120,990  
 Experience Desired (Years): (Unknown)

Job Title: **Commencement Baykeeper**  
 Desired Qualifications: Bachelor of Science degree or have majored in a closely related field  
 Skills Required:

- Strong oral and written communication skills;
- Proficiency with Microsoft Word, Excel, PowerPoint, and Outlook;
- A passion for the mission of "engaging citizens in the clean up, restoration, and protection of Commencement Bay surrounding waters and habitat."
- Boating experience is a must, and kayak experience is highly desirable.

Salary Range (Annual): \$33,000  
 Experience Desired (Years): At least two years experience in a professional work environment (supervisory experience a plus).

Job Title: **Communications Associate**  
 Desired Qualifications: B.A. or B.S. degree in journalism, communications, marketing, English or related field.

Skills Required:

- Excellent writing and editing skills (writing sample required);
- Excellent organizational skills; ability to manage multiple tasks and priorities in a highly dynamic environment;
- Demonstrated ability to communicate effectively with individuals and groups representing a variety of interests;
- Demonstrated ability to translate technical documents and reports into written and verbal communications aimed at a lay audience;
- Facility with all Office XP applications (Word, PowerPoint, Excel, etc.);
- Graphic and document lay-out experience;
- Familiarity with managing image and contact data bases (knowledge of FileMaker Pro would be very helpful);
- Experience with media and press relations;
- Ability to initiate and carry out tasks with minimal supervision.

Salary Range (Annual): (Unknown)  
 Experience Desired (Years): 1-3 years communications experience applied to natural resource, environmental or public policy fields.

Job Title: **Communications and Marketing Director**  
 Desired Qualifications: Bachelor's degree preferred but not required.

Skills Required:

- Passion to protect, preserve, and restore land and water;
- A proven track record managing a multi-faceted communications and marketing program;
- Demonstrated experience in achieving communications goals;
- Presentation, relationship building, communication and computer skills are essential.

Salary Range (Annual): (Unknown)  
 Experience Desired (Years): (Unknown)

**Job Title:** **Community Organizer**  
**Desired Qualifications:** (Unknown)  
**Skills Required:**

- Experience in community organizing, or with nonprofit organizations working on environmental or social change issues;
- Ability to meet and to get along well with people from diverse backgrounds;
- Strong speaking and writing skills;
- Ability to travel;
- Willingness to work long hours when needed;
- Experience in a political campaign;
- General familiarity with the workings of NEPA and federal land protection;
- Experience with the media and growth issues;
- Commitment to grassroots community-building, and responsible use of natural resources;
- Capable of membership recruitment and leadership training, and fundraising.

**Salary Range (Annual):** \$18,200-\$25,000  
**Experience Desired (Years):** (Unknown)

**Job Title:** **Conservation Writer**  
**Desired Qualifications:** B.A. English/Communications/Journalism, or related  
**Skills Required:**

- Experience developing, writing, and editing publications;
- Experience writing fundraising materials;
- Willingness to travel.

**Salary Range (Annual):** \$38,589  
**Experience Desired (Years):** up to 5

**Job Title:** **Conservation/Maintenance**  
**Desired Qualifications:** (Unknown)  
**Skills Required:**

- Grounds maintenance and conservation work;
- Willing to work in all weather conditions;
- Must be in good physical conditions;
- Experience with basic hand tools;
- Familiarity with landscape equipment;
- Driver's license.

**Salary Range (Annual):** \$4,320 - \$33,142  
**Experience Desired (Years):** (Unknown)

**Job Title:** **Consultant**  
**Desired Qualifications:** Masters  
**Skills Required:**

- Independent and self-motivated. Able to set work priorities and complete analyses with minimal supervision;
- Resourceful. Creative in the use and acquisition of data to test hypotheses and support conclusions;
- Strong presence. Comfortable engaging with senior managers and effective in influencing them through verbal and written communications;
- Quantitative. Experienced in building financial models, manipulating large datasets, and understanding new accounting and budgeting

processes and systems;

- Flexible. Comfortable with changes in scope and direction, and willing to work through challenging issues and relationships;
- Conservation-minded. Interested in the conservation of public lands and understanding the workings of public land management agencies;
- Experienced. Past experience in consulting, public administration, nonprofit management, or financial analysis desirable.

Salary Range (Annual): \$36,000  
Experience Desired (Years): (Unknown)

Job Title: **Coordinator**  
**\*Rock Climbing Tech**  
**\*Canoe Program**  
**\*Mountain Bike Tech**

Desired Qualifications: B.A./B.S.

Skills Required:

- Experience mountain biking//climbing/canoeing;
- WFA certified;
- Outdoor Education experience;
- Excellent management skills;
- Strong communications skills;
- Natural history and CPR/First Aid.

Salary Range (Annual): \$1,800 - \$7,200  
Experience Desired (Years): (Unknown)

Job Title: **Corporate Environmental Engineer**

Desired Qualifications:

B.S. in Environmental Engineering and 3 - 5 years experience in an environmental management role, remedial investigations and actions, or related experience.

Skills Required:

- Ability to establish and implement a work plan, conduct groundwater sampling, wetlands delineation, remediation installation and risk assessment;
- Experienced in budget preparation, schedule attainment, problem solving, conflict resolution and managing multiple projects.

Salary Range (Annual): \$70,000 - \$75,000  
Experience Desired (Years): (Unknown)

Job Title: **Corporate Remediation Management, Senior Level**  
Desired Qualifications: (Unknown)

Skills Required:

- Successful candidate must possess a Ph.D. in Engineering, Chemistry, Geology, or Sciences.
- Successful candidate must have a minimum of 10 years experience in environmental remediation with an industrial company or consulting firm.

Salary Range (Annual): (Unknown)  
Experience Desired (Years): 10

Job Title: **Development Director**

Desired Qualifications:

Qualified candidates will possess a B.S. or M.S. Degree in Biology or related Natural Science Discipline.

Skills Required:

- A self-starter;
- Organized;
- Committed;

- Work independently.

Salary Range (Annual): \$35,000 - \$50,000  
 Experience Desired (Years): Minimum of 2 years experience in political fundraising.

Job Title: **Digital Aerial Sensor Operator/Technician**  
 Desired Qualifications: Bachelor's degree in a relevant field, including geography, environmental science, forestry, computer science, or engineering.

- Skills Required:
- Background in geographic information systems (GIS) and/or remote sensing;
  - Experience with global positioning systems (GPS);
  - Willingness for frequent travel;
  - Willingness to fly in small aircrafts;
  - Ability to lift and transport at least 50 lbs;
  - Ability to pass basic physical fitness requirements;
  - Ability to operate computer and sensor equipment while in-flight;
  - Computer (software & hardware) and electronic troubleshooting skills;
  - Valid driver's license & insurable;
  - At least one year of professional experience;
  - Experience with GIS and remote sensing software;
  - Experience with GPS equipment and software;
  - Previous operation of aerial sensor or providing ground support for such operations is highly desirable.

Salary Range (Annual): (Unknown)  
 Experience Desired (Years): (Unknown)

Job Title: **Director of Programs and Legislative Affairs**  
 Desired Qualifications: Master's Degree in Public Policy or related field  
 Skills Required: Must have some knowledge of farm programs.  
 Salary Range (Annual): \$32,000 - 38,000  
 Experience Desired (Years): 3 - 5 years experience in environmental non-profit organization, educational or governmental fields.

Job Title: **Director of Program Support**  
 Desired Qualifications: (Unknown)  
 Skills Required:

- Strong background in non-profit fundraising, accounting and bookkeeping principles;
- Understanding of the importance and requirements necessary for a smoothly functioning office;
- Leadership and supervisory skills and ability to work without direct supervision;
- Must be organized, and have excellent people skills;
- Willingness to travel.

Salary Range (Annual): Starting range \$25,000 - \$35,000  
 Experience Desired (Years): (Unknown)

Job Title: **Director of Publications and Communications**  
 Desired Qualifications: (Unknown)  
 Skills Required:

- Excellent scientific, biomedical, and scholarly editing skills;
- Expository and technical writing skills;
- Familiarity with biological and medical sciences and terminology;

- A strong working knowledge of the design, production, and publication process;
- Experience in web-based and other forms of electronic publishing is highly desirable;
- Demonstrated public communication, supervisory, and time management skills are required.

Salary Range (Annual): (Unknown)  
 Experience Desired (Years): 10 years of progressively responsible experience in scholarly scientific editing and writing and in project and employee management.

Job Title: **Due Diligence and Risk Management Consultant**

Desired Qualifications: Degree in an environmental science.

Skills Required:

- A strong technical background in environmental auditing or industrial experience is required (e.g. process control engineering, chemical engineering or industrial environmental health & safety or similar);
- Have excellent reporting and communication skills;
- Be able to support and develop clients;
- Be able to work effectively in a team environment under pressure.

Salary Range (Annual): \$40,000-55,000  
 Experience Desired (Years): Between five and seven years worth of experience.

Job Title: **Ecological Stream Restoration Specialist**

Desired Qualifications: BS in Civil or Agricultural Engineering, Landscape Architecture, Stream Ecology or a related field with an engineering design focus.

Skills Required:

- Experience assisting with engineering designs for riparian repair and/or stream restoration/relocation;
- Basic knowledge of hydrology, soils, fluvial geomorphology, bioengineering and riparian restoration;
- Solid understanding of engineering design principles;
- Completion of at least one Rosgen/Wildland Hydrology course or equivalent preferred.
- Able to go into the field for field surveys, mapping, preliminary design. Able to negotiate steep terrain associated with stream banks etc.;
- Ability to perform field work, learn multidisciplinary skills and participate in some travel.

Salary Range (Annual): \$250 per week  
 Experience Desired (Years): 2 to 10+ years of experience working with stream/riparian restoration, fluvial geomorphology, bioengineering.

Job Title: **Ecologist**

Desired Qualifications: B.S. Biology/related field

Skills Required:

- Knowledge of soils, ecology, biogeochemistry, landscape processes, and production agriculture;
- Skill in the application and use of research and ecological statistical procedures;
- Ability to conduct collaborative research;
- Ability to develop agent-based simulation models; integrate and synthesize knowledge over multiple scales;
- Systems analysis and the use of calculus and especially differential equations;
- Ability to plan, conduct and report research on soil and plant ecology.

Salary Range (Annual): \$23,442- \$79,442  
 Experience Desired (Years): (Unknown)

**Job Title:** **Education Program Specialist**  
**Desired Qualifications:** Degree in education, science, history or a related field.  
**Skills Required:**

- Prior experience in working or participating in outdoor education or recreation activities;
- Prior experience in working with children in the role of teacher, coach, mentor, counselor or related situations.

**Salary Range (Annual):** \$13,200  
**Experience Desired (Years):** (Unknown)

**Job Title:** **Engineer**  
**\*Civil/Environmental**  
**\*Associate**  
**\*Mechanical**  
**\*Conservation**  
**\*Agricultural**

**Desired Qualifications:**

- BS in Civil / Environmental Engineering (M.S. preferred)
- E.I.T. highly desirable (Asst. Level) P.E. Required (Assoc. Level)
- Ph.D. or equivalent doctoral degree

**Skills Required:**

- Examine plans and specifications for major building construction projects;
- Plan and map for subdivision projects;
- Hazardous materials assessments, RFI, site assessments, landfill closure plans;
- Experience managing contracts, supervising staff, preparing budgets, and dev proposals;
- Responsible for field inspection during construction; Earthwork calculations and civil site design exp desired;
- Ability to plan, conduct and publish results of research;
- Thorough knowledge of the physical and mathematical sciences underlying professional engineering;
- Ability to develop new engineering processes, separation methods and/or fermentation techniques;
- Knowledge of chemical engineering, physical chemistry, thermodynamics, applied mathematics, process simulation, fermentation, to perform process research and development.

**Salary Range (Annual):** \$44,783 - \$119,682  
**Experience Desired (Years):** 2 to 5

**Job Title:** **Entry Level Biologist**  
**Desired Qualifications:** (Unknown)  
**Skills Required:** Should have skills and/or education in plant taxonomy, pedology, forestry, wetland science and/or ecology.  
**Salary Range (Annual):** (Unknown)  
**Experience Desired (Years):** (Unknown)

**Job Title:** **Environmental Consulting Team Leader**  
**Desired Qualifications:** (Unknown)  
**Skills Required:**

- Experience in environmental planning and the EIA process, highways and other transportation projects, environmental business development and integration or management of multidisciplinary teams;
- Previously acting as 'Environmental Coordinator' for transportation EIAs and giving evidence at public enquiries would be a major advantage.

**Salary Range (Annual):** (Unknown)  
**Experience Desired (Years):** Ten years of consultancy and other relevant experience.

**Job Title:** **Environmental Education:**  
**\*Coordinator**  
**\*Instructor**  
**\*Specialist**  
**\*Advisor**  
**\*Associate Environmental Educator**  
**\*Graduate Assistantship**  
**\*Program Director**

**Desired Qualifications:**

- B.S./B.A. Environmental Education/Environmental Studies/Ecology
- Master & Mac226's Degree
- G.E.D./ Two years college coursework
- Admitted to master's degree program: Min. 2.75 GPA

**Skills Required:**

- Curriculum design and implementation;
- Experience coordinating group efforts/teaching/leading outdoors;
- Environment educational experience;
- Ability to develop and control a budget;
- Strong communication/writing/computer skills;
- Ability/willingness to travel;
- CPR/First Aid certification/WFR;
- Knowledge of plants, animals, ecology;
- Research and outreach programs development;
- Basic management/organizational/leadership skills.

**Salary Range (Annual):** \$14,861 - \$56,000  
**Experience Desired (Years):** 2

**Job Title:** **Environmental Educator and Challenge course Facilitator**  
**Desired Qualifications:** Degree in environmental studies, natural resources, outdoor recreation, biological or earth science, education, or related fields.

**Skills Required:**

- Good organizational, interpersonal, and facilitation skills;
- Willingness to work long hours with youth;
- Enthusiasm;
- Sense of humor;
- Patience and self discipline;
- "Team player."

**Salary Range (Annual):** Starting salary of \$275 per week  
**Experience Desired (Years):** Experience working with youth in outdoor setting

**Job Title:** **Environmental Investigation/Remediation Consulting**  
**Desired Qualifications:** Varies  
**Skills Required:**

- ASSOCIATE PROJECT MANAGERS-Degree in geology or environmental engineering or environmental science required. Master's degree a plus.
- FIELD SCIENTISTS/TECHNICIANS - Demonstrated attention to quality, efficiency and cost. Degree in geology, hydrogeology, environmental science or environmental engineering -- or equivalent work experience.

**Salary Range (Annual):** (Unknown)  
**Experience Desired (Years):** Varies

**Job Title:** [Environmental Management Systems Advisor](#)  
**Desired Qualifications:** A degree in an Environmental Science/ Management or a related subject.  
**Skills Required:**

- Experience in engineering, transport or construction related sector;
- Full up to date knowledge and interest of current environmental legislation and legal requirements.

**Salary Range (Annual):** \$25,000-35,000  
**Experience Desired (Years):** At least 3 years relevant Experience of EMS and environmental management.

**Job Title:** [Environmental Manager-Engineer-Scientist-Geologist-Hydrogeologist](#)  
**Desired Qualifications:** A related Master's degree (preferred) in environmental engineering, science, geology, or hydrogeology  
**Skills Required:**

- Experience related to field oversight, environmental investigation, remedial design, groundwater sampling, and remediation system operation;
- Strong communication, report writing, and management skills are required.

**Salary Range (Annual):** (Unknown)  
**Experience Desired (Years):** 8 years experience

**Job Title:** [Environmental Planning Specialist \(Project Coordinator\)](#)  
**Desired Qualifications:** An undergraduate or higher degree related to environmental sciences  
**Skills Required:**

- Knowledge of state and federal agency policies, procedures and environmental regulations to effectively and efficiently manage the preparation of environmental documents and permit applications;
- Verbal and written communication skills to interact daily with personnel, outside agency personnel, and the general public, to prepare memos, letters, newspaper advertising, and all levels of environmental documentation and review/comment on those prepared by peers and consultants;
- Project management and coordination skills to review, track, and approve/disapprove project billings and change orders;
- Knowledge of federal-aid funding sources and procedures.

**Salary Range (Annual):** \$45,000  
**Experience Desired (Years):** At least one year of demonstrated environmental experience; or, a combination of education and related experience equal to four years.

**Job Title:** [Environment Practice Director](#)  
**Desired Qualifications:** Masters degree  
**Skills Required:**

- Experience in contracts management;
- Demonstrated competence and achievements as team builder, supervising multiple project managers, team leaders and project teams in a multi-cultural context;
- Demonstrated achievements as new business catalyst, leading proposal teams and writing successful proposals;
- Outstanding written and oral communications skills in English;
- Effective presentation skills;
- Successful track record in recruiting, staff development and motivation;
- Strategic thinker;
- Computer literacy normally expected of senior professionals - MS Word, Excel, PowerPoint, etc.

**Salary Range (Annual):** (Unknown)  
**Experience Desired (Years):** Minimum 20 years of experience with minimum 10 years at senior management level with commensurate financial performance responsibilities including, at a minimum, program budgeting and expense control.

**Job Title:** [Environmental Project Manager](#)  
**Desired Qualifications:** At least a 4-year BS degree  
**Skills Required:** (Unknown)  
**Salary Range (Annual):** (Unknown)  
**Experience Desired (Years):** 5 years of experience; Previous supervisory experience with field sampling, assessments, project reporting, and current OSHA 40-hour training are required.

**Job Title:** [Environmental Scientist;](#)  
[Environmental Geologist/Hydrogeologist](#)  
**Desired Qualifications:** Bachelor's degree in geology/hydrogeology or an equivalent.  
**Skills Required:**

- Excellent writing and communication skills;
- The ability to work in a team environment, as well as independently.

**Salary Range (Annual):** (Unknown)  
**Experience Desired (Years):** (Unknown)

**Job Title:** [Environmental Technician](#)  
**Desired Qualifications:** College training in science.  
**Skills Required:** Some practical experience with chemical laboratory techniques and estuarine fish in the research setting  
**Salary Range (Annual):** \$15.00 per hour  
**Experience Desired (Years):** (Unknown)

**Job Title:** [Environmental Team Leader—EIA and Water](#)  
**Desired Qualifications:** Relevant degree and postgraduate qualification.  
**Skills Required:**

- Experience of infrastructure EIA projects, water & transportation & particularly highways projects;
- Knowledge of environmental business development, of working with & managing multidisciplinary teams;
- High standards of oral & written communication, including presentations, excellent IT skills;
- Willingness to travel;
- Diver's license

**Salary Range (Annual):** (Unknown)  
**Experience Desired (Years):** A minimum of seven years.

**Job Title:** [Environmental Technician](#)  
**Desired Qualifications:** College training in science.  
**Skills Required:**

- Some practical experience with chemical laboratory techniques and estuarine fish in the research setting

**Salary Range (Annual):** \$15.00 per hour  
**Experience Desired (Years):** (Unknown)

**Job Title:** [Executive Director](#)  
**Desired Qualifications:** Two years in college  
**Skills Required:**

- A strong commitment to environmental education and conservation;
- Excellent writing and public speaking skills;
- Strategic thinking;
- Demonstrated "can-do" entrepreneurial spirit;

- Proficiency in using Microsoft Word, Excel, Publisher and Access is essential.

Salary Range (Annual): \$40,000 to \$45,000  
 Experience Desired (Years): (Unknown)

Job Title: **Executive Director**  
**\*President**  
**\*Vice President**

Desired Qualifications: B.A./B.S. (advanced degree desirable)  
 Skills Required:

- Knowledge of complex environmental/conservation issues;
- Proven record of developmental success;
- Ability to work as a team player;
- Demonstrated leadership, management, and administrative skills;
- Excellent interpersonal and communication skills
- Results-oriented work ethic w/ ability to meet deadlines;
- Success in a marketing or fundraising position; Energetic and creative;
- Professional exp in non-profit management.

Salary Range (Annual): \$35,000 - \$142,500  
 Experience Desired (Years): 2+

Job Title: **Field Assistant**  
 Desired Qualifications: (Unknown)  
 Skills Required:

- Soil sampling;
- Transects;
- Water sampling;
- Soil and Water analysis;
- Plant/Bird/Animal identification;
- Proficiency in computer skills;
- Ability to work independently as well as in interdisciplinary team environment.

Salary Range (Annual): (Unknown)  
 Experience Desired (Years): (Unknown)

Job Title: **Field Biologist**  
 Desired Qualifications: (Unknown)  
 Skills Required:

- Must have excellent botanical skills and experience in southeastern ecosystems;
- Must be able to conduct project work independently, and with minimal supervision;
- Organized and posses excellent communication skills.

Salary Range (Annual): (Unknown)  
 Experience Desired (Years): (Unknown)

Job Title: **Field Coordinator / Environmental Scientist**  
 Desired Qualifications: Bachelor's or Master's degree (preferred) in environmental science or engineering, hydrology, agricultural engineering or related field.

Skills Required:

- Preferred experience with water sampling and hydrologic instrumentation, including automatic water samplers, groundwater wells, and dataloggers;

- Practical experience with computer software and databases used in scientific applications for data management and analysis for large data sets;
- Knowledge of agricultural practices and operations and maintenance of surface water management systems;
- Excellent oral communication and technical writing skills.

Salary Range (Annual): (Unknown)  
 Experience Desired (Years): (Unknown)

Job Title: **Field Test Manager**  
 Desired Qualifications: B.S. or MS in forestry/related field  
 Skills Required:
 

- Knowledge of GIS

Salary Range (Annual): \$20,800-\$35,000  
 Experience Desired (Years): (Unknown)

Job Title: **Fire Training Specialist**  
 Desired Qualifications: B.S. Forestry/Related Field  
 Skills Required:
 

- Demonstrated ability to work effectively with a diverse clientele;
- Good oral/written communication skills;
- Ability to give presentations;
- Knowledge of Incident Command System;
- Skill in use of computer software programs and audio-visual equipment;
- Willingness to travel frequently within state and out-of-state.

Salary Range (Annual): \$37,428 - \$58,867  
 Experience Desired (Years): 4

Job Title: **Fisheries Observers / Field Coordinators**  
 Desired Qualifications: Requires a BA or BS in a related field and/or equivalent experience  
 Skills Required: Must be highly organized, motivated, and able to work cooperatively with a large staff at a very busy, dynamic farm and sanctuary.  
 Salary Range (Annual): (Unknown)  
 Experience Desired (Years): 2-3 years of experience directing educational programs with proven abilities in staff recruitment/hiring/supervision, program development, and fiscal management.

Job Title: **Fishery Observers**  
 Desired Qualifications: A Bachelor's degree with a major in one of the biological sciences with at least six (6) semester hours in marine science or fisheries. Non-degree applicants with experience are also eligible to apply.  
 Skills Required:
 

- Be certified as physically and medically fit;
- Be a U.S. or Canadian citizen, or a non-citizen who has legal visa status with the Immigration and Naturalization Service (INS);
- Observers must also have a high degree of responsibility and be prepared to go offshore at short notice.

Salary Range (Annual): (Unknown)  
 Experience Desired (Years): (Unknown)

Job Title: **Food Technologist**  
**\*Supervisory Research**  
 Desired Qualifications: B.S. Food Technology/related field

**Skills Required:**

- Knowledge of processing technologies for production of minimally processed produce and acidified vegetable products;
- Knowledge of production methods for U.S. grown vegetables;
- Ability to apply methods and procedures of chemistry and/or microbiology to food processing;
- Ability to plan, conduct and publish results of research;
- Ability to lead and accomplish work through others;
- Ability to communicate with individuals or groups from diverse backgrounds in a variety of situations.

**Salary Range (Annual):** \$46,689 - \$86,509

**Experience Desired (Years):** 1

**Job Title:** [Forester/Operations Coordinator](#)

**Desired Qualifications:** BS or BA degree in forestry or forest industries, ecology, or natural resource management. Preferred MS or MA degree in forestry or forest industries, ecology, or natural resource management.

**Skills Required:**

- Knowledge of SmartWood FSC certification protocols, a plus;
- Project management skills (e.g. planning, management, evaluation) and attention to details;
- Experience in marketing and sales;
- Strong verbal and written communication skills in English language;
- Asian language capability in either Chinese or Malay-based language;
- Strong organizational management and development skills;
- Strong computer skills (i.e. word processing, spreadsheets and presentations);
- Strong analytical skills;
- Strong cross-cultural skills;
- Business management skills a plus.

**Salary Range (Annual):** (Unknown)

**Experience Desired (Years):** 3-5 years of field experience in forestry or rural natural resources management and/or economic development

**Job Title:** [Forester](#)

**Desired Qualifications:** [\\*Resource Forester Assistant](#)  
B.S. Forestry Management/related field or equivalent combo education/experience

**Skills Required:**

- Excellent verbal, writing, and administrative skills;
- Excellent field skills;
- Working knowledge of ArcView, Excel, Microsoft Word, PowerPoint, NEDS-1;
- Strong personal management, self-direction, and social skills;
- Enjoy working with people and will respect different viewpoints;
- Skills in writing forest management plans, timber sale layout and administration;
- Knowledge of geographical information systems and global positioning systems is desirable.

**Salary Range (Annual):** (Unknown)

**Experience Desired (Years):** 1 to 5

**Job Title:** [General Manager](#)  
**Desired Qualifications:** Minimum of a Bachelors degree from an accredited college or university in Business, Agriculture, Administration, Conservation Biology, or a related field of study is required.  
**Skills Required:**

- Working knowledge of Microsoft Word, Windows 98, Quicken and Excel is required;
- Knowledge of the Central California ecosystem, threats to the landscape and regionally appropriate methods of conservation is required;
- Direct experience with resource conservation within Solano County and/or Yolo County is strongly preferred;
- Applicant should be a team player with an ability to work with staff, board members and local landowners who have a diverse range of backgrounds, motivations and interests;
- Applicant must have a valid driver's license and a commitment to assisting Solano County's landowners, producers and resident wildlife species;
- To perform the assigned duties, the employee will be required to work a mixture of evening and day hours. The regular work time will be 8-5 Monday through Friday with occasional night and weekend obligations.

**Salary Range (Annual):** (Unknown)  
**Experience Desired (Years):** Five or more years of prior program and budget management experience is required.

**Job Title:** [Geneticist](#)  
**Desired Qualifications:** PhD. Genetics/related field  
**Skills Required:**

- Must be able to work independently;
- Collaborate among colleagues;
- Develop new methods/technology to enhance/optimize gene and marker identification;
- Facilitate teamwork;
- Ability to design, conduct and publish results from molecular genetics research;
- Ability to participate fully in interdisciplinary studies and coordinate molecular genetics laboratory activities;
- Skill in performing linkage analysis and in locating QTL using identity by descent and interval mapping techniques;
- Knowledge of molecular genetics, Mendelian genetics, and nucleic acid biochemistry

**Salary Range (Annual):** \$46,689 - \$86,509  
**Experience Desired (Years):** (Unknown)

**Job Title:** [Geo-Environmental Consultant](#)  
**Desired Qualifications:** (Unknown)  
**Skills Required:**

- Have a thorough understanding of contaminated land assessment/geotechnical assessment;
- Ideally gained working within a consultancy setting;
- Have valid driver's license.

**Salary Range (Annual):** \$15,000-30,000  
**Experience Desired (Years):** (Unknown)

**Job Title:** [Geo-Environmental Engineer](#)  
**Desired Qualifications:** A Bachelors of Science in geoscience or CEng, and a relevant Masters degree in Science.  
**Skills Required:**

- Contaminated land guidance will also be required, as will design and implementation of Phase 1 and Phase 2 investigations;

Salary Range (Annual): \$20,000-30,000  
Experience Desired (Years): Two years experience, preferably within a consultancy environment

Job Title: **Geographic Analyst I**  
Desired Qualifications: Bachelor level degree in a related field (e.g., sciences, geography, planning, business, geology, earth science, environmental studies) or equivalent experience.  
Skills Required:

- The ability to travel without restriction within and outside the area;
- Valid driver's license and good driving record.

Salary Range (Annual): (Unknown)  
Experience Desired (Years): One-year experience in business, planning agency or computer related work is preferred; GIS experience is preferred

Job Title: **Geologist/Hydrogeologist**  
Desired Qualifications: B.S. Geology or Hydrogeology  
Skills Required: Experience in water and other environmental programs;  
Experience in field and office work.  
Salary Range (Annual): \$38,595  
Experience Desired (Years): 2

Job Title: **Geotechnical Engineer/Engineering Geologist**  
Desired Qualifications: Bachelors or Masters of Science  
Skills Required:

- Experience in review and interpretation of geotechnical site investigations;
- The ability to write factual and technical reports and desk studies.

Salary Range (Annual): (Unknown)  
Experience Desired (Years):

- Bachelors degree: two to four years;
- Masters degree: no experience necessary.

Job Title: **Geotechnical Engineer—Ground Investigations**  
Desired Qualifications: Masters degree in Science  
Skills Required:

- The ability to work under pressure and to meet deadlines;
- Have a strong H&S appreciation and understanding;
- A track record in the SI industry ideally with a contractor would be advantageous.

Salary Range (Annual): \$20,000-25,000  
Experience Desired (Years): At least three years experience.

Job Title: **Geotechnical/Environmental Consultants**  
Desired Qualifications: First and second degree (desirable) in environmental, engineering or other related disciplines.  
Skills Required:

- Strong technical background in contaminated land ideally with a sound understanding and proven application of QRA skills;
- Experience of design and site based work is essential for the geotechnical positions.

Salary Range (Annual): \$20,000-45,000  
Experience Desired (Years): Consultants and engineers with 2 to 10 years experience in consultancy with a broad range of core geo-environmental and/or geotechnical skills.

**Job Title:** **GIS Librarian**  
**Desired Qualifications:** High School; Associates Degree preferred  
**Skills Required:**

- Can conduct the day-to-day business activity of access, storage, retrieval, and tracking materials in a high performance work unit;
- Demonstrated knowledge of Microsoft Office software is highly desirable.

**Salary Range (Annual):** (Unknown)  
**Experience Desired (Years):** (Unknown)

**Job Title:** **GIS Specialist**  
**Desired Qualifications:** Bachelors Degree in GIS, Cartography, Geography, and Environmental Science is highly desired.  
**Skills Required:**

- Ability to read maps, imagery scanning and orthorectification, maintaining a GIS database, natural resource identification, and data extraction; \
- Experience in using ERDAS and ESRI software in GIS and remote sensing applications.

**Salary Range (Annual):** (Unknown)  
**Experience Desired (Years):** 1-3 years of applicable experience preferred.

**Job Title:** **GIS Technician / Stewardship Specialist**  
**Desired Qualifications:** Bachelor's degree in natural resources, biology, conservation, or related field  
**Skills Required:**

- Demonstrated proficiency in ArcGIS and ArcView with extensions (or the like);
- Working knowledge of GPS hardware and software (or the like) and relevant technical experience in working with maps;
- Hardware experience a plus;
- Natural resource experience in the field;
- Strong technical writing ability and good communication skills;
- Ability to manage numerous projects simultaneously;
- Strong personal initiative and organization skills;
- Passion for land conservation.

**Salary Range (Annual):** (Unknown)  
**Experience Desired (Years):** (Unknown)

**Job Title:** **Health; Safety Officer/Specialist**  
**\*Environmental Technician**  
**\*Industrial Hygienist**

**Desired Qualifications:** B.A./B.S. Safety, Health and Environment/related field  
**Skills Required:**

- Excellent verbal and written communication skills;
- Proficiency in Microsoft products (Access, Excel and PowerPoint);
- Highly motivated, proactive work ethic;
- Designation as an Associate Safety Professional through the Board of Certified Safety Professionals.

**Salary Range (Annual):** \$34,000 - \$40,000  
**Experience Desired (Years):** 2 to 5

**Job Title:** **Health and Safety Executive (HSE) Coordinator**  
**Desired Qualifications:** A degree, specialized training or professional registration is preferred.  
**Skills Required:**

- In this key role, you will be responsible for the field level implementation of health, safety and environmental policies, procedures and guidelines.

- Your activities will include, but will not be limited to: risk identification and management; incident reporting and investigation; waste minimization; pollution prevention and control; various compliance activities; implementation of various aspects of management systems in all HSE areas; and conducting inspections and assessments.
- A minimum of 3-6 years technical or practical experience
- Excellent oral and written communication skills
- Knowledge of the company HSE programs, policies, procedures and processes
- A working knowledge of applicable regulatory requirements;
- Good computer skills and organizational abilities are required.

Salary Range (Annual): (Unknown)

Experience Desired (Years): (Unknown)

Job Title:

**High Potential Environmental Specialist (recruiter)**

Desired Qualifications:

Bachelor's degree in Environmental Studies or related science.

Skills Required:

- Proven environmental professional with excellent communication and interpersonal skills. Self-directed, team focused and action oriented;
- OSHA certification and Visible Emissions Reader certification or equivalent environmental specialty certification;
- Strong communication skills, both written and oral, along with solid interpersonal and problem solving skills.

Salary Range (Annual):

Starting salary of \$275 per week

Experience Desired (Years):

Minimum 5 years air quality management experience in the mining, construction, aggregates or related industry.

Job Title:

**Holcim**

Desired Qualifications:

Bachelors degree (chemical engineering preferred)

Skills Required:

- Strong working knowledge of air matters (New Source Review, Prevention of Significant Deterioration, Title V, PC MACT), as well as compliance auditing;
- Knowledge and experience with ISO 14001 environmental management system;
- Strong working knowledge of solid waste management in RCRA and CERCLA and Clean Water Act matters;
- Excellent people-development skills;
- Excellent written and verbal (formal and informal, negotiation, coaching) communication skills and excellent presentation skills.

Salary Range (Annual):

Competitive Salary Package

Experience Desired (Years):

7-10 years of related environmental work experience (cement experience preferred)

Job Title:

**Horticulturalist**

Desired Qualifications:

Ph.D. Horticulture/related plant science field, M.S.

Skills Required:

- Ability to communicate effectively w/technical and non-technical audiences;
- Ability to communicate effectively in oral, written, and electronic forms;
- Ability to interact with personnel from other departments;
- Leadership and management skills for team building and supervision;
- Field research experience;
- Commitment to share expertise through in-state and regional travel;

- Ability to plan, conduct, and report research on propagating medicinal botanicals, including physiological issues relating to seed dormancy, and plant growth and development.

Salary Range (Annual): \$46,689 - \$75,417  
 Experience Desired (Years): (Unknown)

Job Title: **HSE Coordinator**

Desired Qualifications: A degree, specialized training or professional registration is preferred.

- Skills Required:
- Excellent oral and written communication skills;
  - Knowledge of the company HSE programs, policies, procedures and processes;
  - A working knowledge of applicable regulatory requirements;
  - Good computer skills and organizational abilities are required.

Salary Range (Annual): (Unknown)  
 Experience Desired (Years): A minimum of 3-6 years technical or practical experience.

Job Title: **Image Analyst Level I**

Desired Qualifications: Bachelor of Science degree in a remote sensing, earth science, geography, agriculture, forestry, engineering, or related program.

- Skills Required:
- Experience in analyzing remotely sensed data including hyperspectral data;
  - Experience in using Leica Geosystems Imagine and RSI ENVI applications;
  - Experience in statistical analysis of hyperspectral imagery;
  - Experience in using ARCGIS;
  - Experience in extending ARCGIS through development of Basic code is a plus.

Salary Range (Annual): (Unknown)  
 Experience Desired (Years): (Unknown)

Job Title: **Image Analyst Level II**

Desired Qualifications: Bachelor of Science of preferably a Masters degree in a remote sensing, earth science, geography, agriculture, forestry, engineering, or related program.

- Skills Required:
- Experience in analyzing remotely sensed data including hyperspectral data;
  - Experience in using of Leica Geosystems Imagine and RSI ENVI applications;
  - Experience in statistical analysis of hyperspectral imagery;
  - Experience in using ARCGIS;
  - Experience in extending ARCGIS through development of Basic code is a plus;
  - Experience in managing all phases of research projects which includes budgeting;
  - Experimental design, data collection, data pre-processing, data analysis, report writing and journal publication.

Salary Range (Annual): (Unknown)  
 Experience Desired (Years): (Unknown)

Job Title: **Information Assistant**

Desired Qualifications: One year specialized experience equivalent to GS-4 Federal grade level

- Skills Required:
- Initiating dialogue with customer or visitors;
  - Researching/preparing informational fact sheets;
  - Experience with brochures/programs/exhibits;

- Conduct workshops/Presentations/Environmental education programs.

Salary Range (Annual): \$25,461-\$38,922  
 Experience Desired (Years): (Unknown)

Job Title: **Integrated Pest Management Crew Leaders and Technicians**

Desired Qualifications: College level coursework in botany, environmental biology, or related field.

- Skills Required:
- Ability and willingness to work as part of a team;
  - Effective leadership skills including conflict resolution and analytical reasoning;
  - Experience in providing information and instruction to individuals and groups;
  - Ability to keep accurate records, organize information, and prepare written reports;
  - Strong plant identification skills;
  - Ability to evaluate conditions in assigned area and make judgments related to safety;
  - Ability to perform a wide range of physical and manual tasks in an outdoor environment under a variety of weather conditions;
  - Training and/or experience in mapping, aerial photo interpretation and map reading;
  - Previous supervisory or lead worker experience;
  - Experience in IPM work, forest, grassland and aquatic systems and/or restoration.

Salary Range (Annual): (Unknown)  
 Experience Desired (Years): Minimum of 5-7 years experience as an Associate Scientist/Permitting Assistant with experience in regulatory permitting/local, state, or federal rules/wetland identification, and functional assessment knowledge. Prior regulatory agency experience a plus.

Job Title: **Internship: Environmental Education**

Desired Qualifications: (Unknown)

- Skills Required:
- Excellent oral/written/customer service skills;
  - Creativity and high energy;
  - Computer competency;
  - Must be able to tolerate hot, humid weather and biting insects;
  - Some carpentry/mechanical skills strongly desired;
  - Experience with microscope use strongly desired;
  - Ability to work and live independently on a remote barrier island;
  - Ability to work with staff and other interns, as well as individually;
  - Ability to lift up to 50 pounds;
  - Ability to maintain a flexible work schedule, working weekends, some evenings, and holidays.

Salary Range (Annual): (Unknown)  
 Experience Desired (Years): At least two years of undergraduate work in biology, education, zoology, or a related field

Job Title: **Internship: Environmental Educator**

Desired Qualifications: (Unknown)

- Skills Required:
- Motivated, enthusiastic, comfortable around children of all ages;
  - Able to be outdoors in all weather conditions, love for the natural world and the environment;

- Minimum commitment of 3 months.

Salary Range (Annual): \$100 per week stipend.Possible free housing  
Experience Desired (Years): (Unknown)

Job Title: **Internship: Naturalist**  
Desired Qualifications: Educational background in the natural sciences, environmental education, or related field.  
Skills Required:

- Interested and enthusiastic about environmental education;
- Self-motivated with a sincere interest in the environment;
- Experience working with the public;
- First aid and CPR certification.

Salary Range (Annual): (Unknown)  
Experience Desired (Years): (Unknown)

Job Title: **Internship**  
**\*Public Policy**  
**\*Natural Resources**  
**\*Horticulture**  
**\*Education**

Desired Qualifications: \*Currently enrolled in Natural Resource Management courses  
\*B.A./B.S. Biology/Botany/Ecology/related

Skills Required:

- Ability to work in a team;
- Flexibility in tasks;
- Excellent written and oral communication skills;
- Ability to take initiative and work independently;
- Ability to multitask;
- Must be in good physical conditions;
- Willing to work in all weather conditions;
- Experience with plant/bird identification;
- Familiarity with landscape equipment;
- Experience with field data collection.

Salary Range (Annual): \$2,880-\$24,000  
Experience Desired (Years): (Unknown)

Job Title: **Interpreter for Nature Cruise**  
Desired Qualifications: Bachelors Degree in Biology, Marine Biology, Ecology or related field.  
Skills Required: Excellent people & animal identification skills  
Salary Range (Annual): \$9.00 - \$11.00/Hour  
Experience Desired (Years): (Unknown)

Job Title: **Invasive Management Area Volunteer Program Coordinator**  
Desired Qualifications: Minimum Bachelors degree (biological sciences, natural resources, education or related)  
Skills Required:

- Experience managing groups of individuals from diverse backgrounds;
- Understanding of invasive plant ecology;
- Experience in outdoor education and/or interpretation;
- Demonstrated communication skills (public speaking, presentations, written materials) and ability to present complex information effectively to lay audiences;

- Able to handle multiple tasks concurrently;
- Work well independently and with little direction;
- Skills and Certifications: Valid Driver's License, CPR/First Aid.

Salary Range (Annual): \$38,000 - \$51,000 per year,  
Experience Desired (Years): (Unknown)

Job Title: **Junior Environmental Scientist**  
Desired Qualifications: Bachelor's Degree in biological or environmental sciences  
Skills Required:

- Strong interpersonal/communication skills;
- Technical Microsoft applications;
- The ability to work well under time constraints is essential.

Salary Range (Annual): (Unknown)  
Experience Desired (Years): 2-3 years of demonstrated field experience conducting wetland delineation, general field data collection, and technical writing.

Job Title: **Lake/Pond Manager**  
Desired Qualifications: M.A. Limnology/Fisheries science  
Skills Required:

- Management skills;
- Able to learn aquatic plant and algae identification;
- Ability to work in all weather conditions;
- Good physical condition;
- Familiarity with Microsoft Office/Word;
- Excellent writing skills;
- Ability to use a canoe and jon-boat.

Salary Range (Annual): \$30,000  
Experience Desired (Years): 2

Job Title: **Land Stewardship/Use Specialist**  
Desired Qualifications: B.A./B.S. Stewardship of protected lands/related field  
Skills Required:

- Energetic and entrepreneurial ;
- Ability and willingness to travel frequently and extensively;
- Superb interpersonal skills and the ability to work well with people;
- Computer literacy in Microsoft Office environment; GIS capabilities a plus
- Meeting facilitation skills.

Salary Range (Annual): \$42,976 - \$55,873  
Experience Desired (Years): 2

Job Title: **Landscape Architect/Planner**  
Desired Qualifications: B.S. Landscape Architecture/related field  
Skills Required:

- Experience preparing schematic and design development site plans;
- Excellent oral, written & interpersonal skills;
- Working knowledge of the following: Principles of Landscape Ecology, etc.
- Facilitate the development of comprehensive management plans;
- Conduct research and compile and edit technical reports;
- Participate in restoration/conservation priority modeling and mapping.

Salary Range (Annual): \$16,528 - \$120,245  
Experience Desired (Years): (Unknown)

**Job Title:** [Lead Keeper](#)  
**Desired Qualifications:** [\\*Assistant Keeper](#)  
**Skills Required:** B.S. Zoology/related field

- Ability to make sound independent judgments;
- Track record of exemplary performance as Senior Keeper (or equivalent);
- Strong supervisory skills;
- Understanding of practical practices of animal behavior;
- Current knowledge of natural history, principles of animal behavior and husbandry;
- Good decision-making skills;
- Good interpersonal skills-ability to act courteous/professional;
- Ability to read, write, and speak English proficiently.

**Salary Range (Annual):** \$17,680 - \$28,717  
**Experience Desired (Years):** (Unknown)

**Job Title:** [Manager of Individual Giving](#)  
**Desired Qualifications:** (Unknown)  
**Skills Required:**

- Strong passion for environmental protection, social change and the power of technology;
- Excellent communication and people skills; confidence in meeting with existing and potential individual funders either one-on-one or in groups;
- Goal and outcome-oriented, coupled with strong organizational skills;
- Resourcefulness, initiative and high energy;
- Three years of fundraising experience with a strong background in fundraising from individuals.

**Salary Range (Annual):** Mid-\$40,000's to mid-\$50,000's, depending on experience  
**Experience Desired (Years):** (Unknown)

**Job Title:** [Manager of Sponsorship/Public Events](#)  
**Desired Qualifications:** B.A. Marketing: MBA or equivalent combo of training and experience  
**Skills Required:**

- Strategic thinker and orientation with strong conceptual skills;
- Experience with planned development, creating budgets, and key date schedules;
- Solid analytical/creative thinking skills;
- Strong interpersonal, communication, presentation skills.

**Salary Range (Annual):** \$12,500-\$14,500  
**Experience Desired (Years):** 5-Marketing, 3-Supervisory

**Job Title:** [Marine Water Quality Specialist](#)  
**Desired Qualifications:** Master's degree is required. Degree in fisheries, shellfish, aquaculture, marine biology, oceanography, environmental science or other appropriate marine science or marine water quality-related field is preferred.  
**Skills Required:**

- Demonstrated ability to:
  - initiate and complete projects with minimal supervision;
  - work effectively and communicate with diverse audiences; and
  - interpret technical information and relate it in non-technical language to local concerns.
- Demonstrated oral and written skills and leadership responsibilities;
- A commitment to the goals and ideals of Marine Advisory Services activities (university outreach and adult education);

- Experience in teaching, supporting and working with citizen volunteers;
- Experience in grant writing and securing outside funding desired.

Salary Range (Annual): (Unknown)  
 Experience Desired (Years): At least 2 years of post-baccalaureate professional experience in a marine-related industry, marine resource management, or equivalent marine advisory services work.

Job Title: **Marine Water Quality Specialist, Sr.**  
 Desired Qualifications: Master's degree is required. Degree in fisheries, shellfish, aquaculture, marine biology, oceanography, and environmental science or other appropriate marine science or marine water quality related field is preferred.

- Skills Required:
- Demonstrated ability to:
    - initiate and complete projects with minimal supervision;
    - work effectively and communicate with diverse audiences; and
    - interpret technical information and relate it in non-technical language to local concerns;
  - Demonstrated oral and written skills and leadership responsibilities;
  - A commitment to the goals and ideals of Marine Advisory Services activities (university outreach and adult education);
  - Experience in teaching, supporting and working with citizen volunteers;
  - Experience in grant writing and securing outside funding desired.

Salary Range (Annual): (Unknown)  
 Experience Desired (Years): At least two years of post baccalaureate professional experience in a marine related industry, marine resource management, or equivalent marine advisory services work.

Job Title: **Mid-Level Project Manager**  
 Desired Qualifications: (Unknown)  
 Skills Required:

- Exceptional problem solving and negotiation skills;
- Must be highly organized and be able to communicate effectively verbally and in writing;
- Must be able to work independently and with minimal supervision.

Salary Range (Annual): (Unknown)  
 Experience Desired (Years): (Unknown)

Job Title: **Mining and Water Quality Organizer**  
 Desired Qualifications: (Unknown)  
 Skills Required:

- Experience and interest running grassroots activism campaigns;
- Skilled in developing press messages and working with the media;
- Comfortable working on high-profile, controversial issues;
- Willing to cultivate relationships with mining company representatives;
- Excellent communication, writing, and editing skills;
- Highly motivated and willing to learn;
- Enjoys working with diverse people including community leaders and volunteers;
- Knowledge of water quality (Clean Water Act, Alaska Water Quality Standards) and hard rock mining issues;
- Grassroots organizing is integral to this position.

Salary Range (Annual): \$30,000  
 Experience Desired (Years): (Unknown)

**Job Title:** **National Budget Policy Program Coordinator**  
**Desired Qualifications:** JD or Master's in related fields  
**Skills Required:**

- Strong verbal communication, writing, messaging and analytical skills;
- Proven success in campaign development, media outreach and fundraising;
- Enthusiasm for the state PIRGs' mission and commitment to grassroots social change;
- A team orientation that combines collegiality and creativity to drive and motivate others;
- An outstanding work ethic and an entrepreneurial mindset;
- The ability to speak persuasively in a charged atmosphere;
- A willingness to engage in conflict in creative and strategic ways.

**Salary Range (Annual):** (Unknown)  
**Experience Desired (Years):** (Unknown)

**Job Title:** **National Industrial Symbiosis Program (NISIP) Managers**  
**Desired Qualifications:** (Unknown)  
**Skills Required:**

- An excellent understanding of industrial processes across a range of sectors and activities with a probable specialization in at least one industrial sector;
- Experience in the food and drink, construction and light industrial sectors would be beneficial;
- Experience of resource efficiency within the industrial context;
- A strong commercial acumen in order to feel comfort in negotiating and dealing with senior individuals in varying sizes of organization;
- Outstanding interpersonal and communication skills as well as the confidence to run workshops and carry out public speaking engagements.

**Salary Range (Annual):** \$25,000-45,000  
**Experience Desired (Years):** Around 10 years industrial process or management experience gained within an industry environment.

**Job Title:** **Natural Resource Specialist**  
**Desired Qualifications:** B.S. Natural resources/related field or M.S. Forestry/related field  
**Skills Required:**

- Able to manage diverse project components;
- Able to guide field crews and work with contractors and volunteers;
- Demonstrated interest and background natural resource issues;
- Experience in developing and assessing forest road management practices

**Salary Range (Annual):** \$33,280-\$61,884  
**Experience Desired (Years):** (Unknown)

**Job Title:** **Naturalist/Program Assistant**  
**Desired Qualifications:** B.A./B.S.  
**Skills Required:**

- Science, Natural History, or Education;
- WFA/R encouraged;
- Experience with children;
- Familiar with Outdoor Interpretive techniques;
- Strong leadership ability;
- CPR/Lifeguard certification;
- CPR/Lifeguard certification.

**Salary Range (Annual):** \$4,000-\$25,646  
**Experience Desired (Years):** (Unknown)

**Job Title:** [Odor Management Consultants](#)  
**Desired Qualifications:** Educated to degree level in a relevant scientific discipline.  
**Skills Required:** License applications, abatement and advice together with excellent communication and IT skills.  
**Salary Range (Annual):** (Unknown)  
**Experience Desired (Years):** One to five years postgraduate experience

**Job Title:** [Office Coordinator](#)  
**Desired Qualifications:** (Unknown)  
**Skills Required:**

- Proficient in database and file management;
- Highly organized;
- Microsoft Access and Excel proficiency;
- Familiarity w/basic desktop publishing.

**Salary Range (Annual):** \$20,000-\$25,000  
**Experience Desired (Years):** (Unknown)

**Job Title:** [Online Content Organizer](#)  
**Desired Qualifications:** Bachelor's degree in a relevant field; a Master's degree is preferred (e.g., Natural Resource Management, Environmental Studies/Science, Business, etc.).  
**Skills Required:**

- Have passion and persistence;
- Smart, motivated individuals with initiative and a strong commitment to protecting the public interest;
- Highly organized, computer-savvy, have excellent communication and leadership skills, and possess a strong problem-solving ethic;
- Creative thinking skills are also important, and the ability to deal with multiple projects and responsibilities on tight deadlines is essential;
- Technical experience is a plus, but not a requirement;
- Dreamweaver, PHP and MySQL are used, so experience with those programs is useful. Applicants who lack technical background can be trained on the job.

**Salary Range (Annual):** \$23,000-25,000  
**Experience Desired (Years):** (Unknown)

**Job Title:** [Operations Manager](#)  
**Desired Qualifications:** B.S. degree in Environmental Science, Engineering or related degree required. Advanced degrees preferred.  
**Skills Required:**

- Strong leadership;
- Communication and interpersonal skills;
- Proven track record of developing new business and diversifying an ongoing operation;
- Successful background in Federal, state and local government consulting;
- Significant management experience and responsibility for a P/L center, with a thorough understanding of all the financial aspects of a consulting business;
- A passion to work for a company that values leadership.

**Salary Range (Annual):** (Unknown)  
**Experience Desired (Years):** More than 12 years environmental and/or engineering consulting experience.

**Job Title:** [Organic Educator/Soil Doctor](#)  
**Desired Qualifications:** Biology background or formal education  
**Skills Required:**

- Extensive knowledge in organic growing, plants and products;
- Comprehensive education in soil science, horticulture and lawn/turf care;
- Experience with teaching, training and educating;
- Previous experience in researching soil amendments using organics.

**Salary Range (Annual):** \$31,546 - \$60,700  
**Experience Desired (Years):** (Unknown)

**Job Title:** [Outdoor Education Director](#)  
**Desired Qualifications:** B.A./B.S. Education/Environmental Science  
**Skills Required:**

- Works well as a team;
- Works well with children;
- Excellent supervisory skills;
- Experience and familiarity with regional formal and non-formal education networks;
- Excellent communication skills (oral, written and interpersonal);
- Proficiency with MS office and database software;
- Experience with grant writing and fundraising;
- Prior knowledge of environmental, education, and conservation issues in the area;
- Excellent attention to detail.

**Salary Range (Annual):** \$25,000-\$35,000  
**Experience Desired (Years):** (Unknown)

**Job Title:** [Outdoor Science Instructors](#)  
**Desired Qualifications:**

- Undergraduate/graduate degree in natural science;
- Teacher certification or equivalent experience in field naturalist programs;
- Residential camp experience required;
- Current First Aid/CPR, Commercial Drivers License, Lifeguarding, and wilderness First Responder are preferred.

**Skills Required:**

- Dedication to providing a nurturing learning environment and desire to instill an appreciation of nature and environmental awareness in all ages.
- Ability to develop and implement lesson plans in a variety of subjects.

**Salary Range (Annual):** \$55-100 per day  
**Experience Desired (Years):** (Unknown)

**Job Title:** [Outreach Coordinator](#)  
[\\*Media](#)  
[\\*Alumni Relations](#)  
[\\*Communications](#)  
[\\*Membership](#)

**Desired Qualifications:** B.A./B.S. Environmental science/related field  
**Skills Required:**

- Excellent written and oral communication skills;
- High level of organization;
- Ability to work with diverse groups of people;
- Ability to coordinate multiple tasks;
- Ability to work independently;
- Interest in environmental issues and policies;
- Willingness and ability to travel;

- Computer skills- Microsoft Word and Excel
- proficiency;
- Proven ability to innovate and direct alumni initiatives;
- Proven project coordination experience;
- Successful grassroots organizing.

Salary Range (Annual): \$25,000-\$35,000  
 Experience Desired (Years): 2 to 3

Job Title: **Pacific Northwest Regional Director**  
 Desired Qualifications: Bachelor's degree or its demonstrated equivalent, required. Relevant graduate work will be highly regarded.

- Skills Required:
- A strong background in and familiarity with federal, state and local governments--both executive and legislative branches - and in public policy processes and institutions.
  - Strong knowledge and understanding of Washington and Oregon environmental and political issues, environmental organizations, media outlets and key funders.
  - In depth knowledge of environmental issues and a personal commitment to protect wilderness.
  - Strong organizational and management skills and the ability to maintain an effective working environment while working under pressure.
  - Superb organizational and interpersonal skills combined with the ability to diplomatically prioritize sometimes conflicting demands.

Salary Range (Annual): (Unknown)  
 Experience Desired (Years): (Unknown)

Job Title: **Park Crew Leaders**  
 Desired Qualifications: Standard First Aid, CPR certification, and valid driver's license required. Minimum age of 22.

- Skills Required:
- Strong desire to live, work with, and lead diverse groups of young people;
  - Ability to lead a group, work independently, and manage multiple responsibilities;
  - Must enjoy working with the public;
  - Customer service, grounds maintenance, basic accounting, and naturalist skills a plus.

Salary Range (Annual):

- Award for tuition and student loan payment sometimes available;
- \$2,000-5,000 (amount depends on the length of employment);
- \$400-600 per week, plus room and board.

Experience Desired (Years): Experience leading youth in a residential work and/or educational setting.

Job Title: **Park Crew Leaders**  
 Desired Qualifications: Standard First Aid, CPR certification, and valid driver's license required. Minimum age of 22.

- Skills Required:
- Strong desire to live, work with, and lead diverse groups of young people.
  - Ability to lead a group, work independently, and manage multiple responsibilities.
  - Must enjoy working with the public.
  - Customer service, grounds maintenance, basic accounting, and naturalist skills a plus.

Salary Range (Annual): Award for tuition and student loan payment sometimes available. \$2,000-5,000 (amount depends on the length of employment). \$400-600 per week, plus room and board.  
Experience Desired (Years): Experience leading youth in a residential work and/or educational setting.

Job Title: **Parks Naturalist**  
Desired Qualifications: Graduation from an accredited four-year college or university with major course work in biological or natural sciences, conservation, or related field.  
Skills Required: (Unknown)  
Salary Range (Annual): \$32,000 - \$50,000  
Experience Desired (Years): Six months experience as a naturalist, in environmental education or related field

Job Title: **Performance Track Associate Position**  
Desired Qualifications: Graduate training in environmental or public policy, or economics, and have a broad knowledge of quantitative analytic methods.  
Skills Required:

- Long-term interest in a consulting career;
- Demonstrated interest in developing and maintaining information management systems and relational databases;
- Excellent problem-solving skills and the ability to speak and write effectively.

Salary Range (Annual): (Unknown)  
Experience Desired (Years): (Unknown)

Job Title: **Plant Physiologist**  
Desired Qualifications: Ph.D. Botany/Plant Physiology  
Skills Required:

- Posses ability to plan and conduct research and report results in related field;
- Ability to identify plant physiological limitations responsible for reduced performance under environmental stress;
- Knowledge of field grown plant physiology;
- Knowledge of methods and techniques to characterize plant physiological responses to environmental stress;
- Excellent communication skills (oral, written and interpersonal).

Salary Range (Annual): \$46,689 - \$86,509  
Experience Desired (Years): (Unknown)

Job Title: **Plant Protection and Quarantine Officer**  
Desired Qualifications: B.S. Biological Science/related field, Pesticide Applicator Certification, Driver's License  
Skills Required:

- Knowledge of pesticides, pest control application;
- Ability to detect population sizes of insects and other animals;
- Good oral and written communication skills;
- Advise on, administer, supervise, or perform research in relevant field.

Salary Range (Annual): \$16,528 - \$120,245  
Experience Desired (Years): (Unknown)

Job Title: **Policy Analyst**  
Desired Qualifications: Law or advanced degree  
Skills Required:

- Knowledge of environmental and natural resource policy and law, and a working understanding congressional procedure;

- Scientific, energy, labor, and economic experience;
- Position requires excellent written and oral communication skills, coordinating diverse groups of people, and extreme attention to detail;
- Strong time management skills, strategic thinking, and the ability to juggle competing priorities are essential.

Salary Range (Annual): \$30,000 - \$40,000  
 Experience Desired (Years): At least 3 of years experience in policy advocacy and with multi-organizational campaigns

Job Title: **Post Doctoral Researcher**  
**\*Research Associate**

Desired Qualifications: Ph.D./M.S.

Skills Required:

- Contribute to the preparation of papers to be presented in workshops/conferences and published in refereed journals;
- Proven ability to operate in a multi-cultural environmental work in a team;
- Work experience in developing countries; Practical working knowledge of participatory action research;
- Strong oral and written communication skills;
- High level computer skills: word processing, statistical analysis, and database management;
- Fluency in oral and written English essential.

Salary Range (Annual): \$17,323 - \$72,400  
 Experience Desired (Years): (Unknown)

Job Title: **Principal EIA Specialist**

Desired Qualifications: Relevant Degree

Skills Required:

- Experience of transportation, management of multidisciplinary teams and giving evidence at public inquiries;
- High standards of communication;
- A track record of business development and project commercial management;
- Excellent IT skills;
- A full driving license.

Salary Range (Annual): \$35,000-50,000  
 Experience Desired (Years): Around 10 years worth of experience of EIA of infrastructure projects, at least some of it in consultancy.

Job Title: **Principal Environmental Scientist/Landscape Architect**

Desired Qualifications: (Unknown)

Skills Required:

- This experience must include environmental planning and the EIA process, highways and other transportation projects, environmental business development and integration or management of multidisciplinary teams;
- Previously acting as 'Environmental Coordinator' for transportation EIAs and giving evidence at public enquiries would be a major advantage.

Salary Range (Annual): (Unknown)  
 Experience Desired (Years): Ten years of relevant experience, preferably most of this in consultancy

Job Title: **Principal Geo-Environmental Engineer**

Desired Qualifications: A first degree in geology or other relevant discipline and a suitable Masters of science qualification.

Skills Required:

- Able to undertake both qualitative and quantitative risk assessments, with some experience in the use of risk assessment packages such as EA P20, SNIFFER and CLEA;
- Capable of producing high quality interpretive reports and have strong

leadership and management ability;

- Familiarity with current legislation and best practice;
- Self-motivated and a confident communicator liaising with both clients and statutory bodies.

Salary Range (Annual): \$30,000-40,000  
 Experience Desired (Years): Between 6 and 10 years worth of experience working on contaminated land and remediation projects.

Job Title: Professor  
 \*Associate Professor  
 \*Assistant Professor  
 \*Visiting Professor  
 \*Endowed Chair

Desired Qualifications: Ph.D. Natural Resources/related field  
 Skills Required:

- Establish and/or sustain active, independent programs of extramurally funded research;
- Teach at both the undergraduate and graduate levels;
- Establish research collaborations within the University and other institutions;
- Publish in peer-reviewed scientific journals ;
- Mentor students;
- Serve on college and university committees;
- Excellent communication skills and ability to work with multidisciplinary teams;
- Demonstrated strong administrative leadership skills;
- In-depth knowledge of university teaching, research, and extension functions.

Salary Range (Annual): \$28,000 - \$123,394  
 Experience Desired (Years): 4

Job Title: Program Analyst

Desired Qualifications: Candidates must meet qualifications and time-in-grade requirements within 30 days from the closing date of this vacancy announcement.

Skills Required:

- The incumbent of this position must have one year of specialized experience equivalent to the next lower grade level in the Federal service.
- Candidates must specifically indicate how they meet the mandatory selective factor(s) in order to receive consideration for this position: must have a background in biomedical research gained through education, training, and/or relevant professional experience. This background has allowed the candidate to acquire a broad-based, general knowledge and understanding of the principles of microbiology, immunology, or other scientific discipline(s) applicable to the position.
- Applicants meeting the minimum qualifications, including the selective factor(s) if any, will be further evaluated based on the degree that they meet the Knowledge, Skills and Abilities (KSAs). Any experience, awards, and/or training and educational courses that relate to the KSAs should be described in detail as a way of demonstrating your level of competence in the KSAs.

Salary Range (Annual): \$ 58,070.00 - \$ 75,492.00  
 Experience Desired (Years): (Unknown)

Job Title: Program Associate

Desired Qualifications: Advanced degree in biology, hydrology, natural resource policy, environmental management or related field.

**Skills Required:**

- Prior experience and ability in building relationships and working with people from different backgrounds and perspectives;
- Excellent written and oral communication skills, initiative (a self-starter), detail-oriented;
- Other skills considered a plus: grant proposal writing, contract management skills, environmental education and outreach and ability to speak and comprehend Spanish.

**Salary Range (Annual):** (Unknown)  
**Experience Desired (Years):** 1-2 years experience in the environmental field.

**Job Title:** **Program Counsel**  
**Desired Qualifications:** Law Degree, B.S. Marine/Environmental Science  
**Skills Required:**

- Strong written and verbal advocacy skills;
- Ability to analyze and synthesize potentially conflicting comments on reviewers;
- Ability to analyze and draft complex legislative proposal;
- Knowledge of legislative process;
- Ability to analyze impacts on a wide range of legislative proposals.

**Salary Range (Annual):** \$48,709 - \$90,252  
**Experience Desired (Years):** 3+ legal experience including litigation

**Job Title:** **Program Dean**  
**Desired Qualifications:** Ph.D.  
**Skills Required:**

- Applied, international community-based research and field experience;
- Curriculum development experience;
- Demonstrated ability to be part of an interdisciplinary team;
- Demonstrated ability to resolve academic, research, group dynamics and program management issues in remote locations;
- Demonstrated commitment to environmental issues;
- Willingness to work flexible hours;
- Ability to communicate effectively with multi-cultural staff;
- Spanish language skills and residential program experience desirable;
- Relevant teaching and advising experience, preferably with graduate students;
- Relevant professional work experience outside of academia.

**Salary Range (Annual):** \$48,000  
**Experience Desired (Years):** 2

**Job Title:** **Program Director**  
**Desired Qualifications:** Degree in environmental studies, geography, biology, political science, or related field.  
**Skills Required:**

- Prior experience and ability in building relationships and working with people from different backgrounds and perspectives;
- Excellent written and oral communication skills, as well as basic computer skills;
- Other skills considered a plus: knowledge of Tuolumne County, detail-oriented, leadership abilities, initiative (a self-starter), grant proposal writing, environmental education, and media outreach.

**Salary Range (Annual):** (Unknown)  
**Experience Desired (Years):** 1-2 years experience in the environmental field.

Job Title:  
Desired Qualifications:

**Program Officer**

- BA/BS degree
- Written and spoken fluency in French and English

Skills Required:

- Excellent skills in writing, editing, oral and interpersonal communication;
- Some project administration experience;
- Computer literacy in software for any database, word processing, spreadsheet, or presentation programs;
- Demonstrated effectiveness at both collaborative and independent work, with modest level of supervision;
- Experience in and understanding of international conservation issues;
- Knowledge of webpage and publishing software;
- Excellent organizational skills, ability to work on multiple projects simultaneously and prioritize tasks;
- Knowledge of other languages
- Ability to both take initiative and to follow directions.

Salary Range (Annual):  
Experience Desired (Years):

(Unknown)  
(Unknown)

Job Title:  
Desired Qualifications:  
Skills Required:

**Project Coordinator**

Bachelor's degree

- Ability to work some evenings and weekends;
- Must have good written, verbal, interpersonal and diplomacy skills.
- Computer skills in word processing, spreadsheets and Internet are required.
- Must exhibit an understanding of public health principles.
- Excellent written and oral communication skills.

Salary Range (Annual):  
Experience Desired (Years):

\$32,000

- Minimum two year experience desired in public health field;
- At least 2 years relevant experience in project coordination/management.

Job Title:  
Desired Qualifications:  
Skills Required:

**Project Geologist or Engineer**

BS degree in geology or engineering (chemical, civil, geological or environmental).

- Experience and skill in soil and groundwater sampling and fieldwork;
- Excellent personal and technical communication skills are necessary for the position with particular emphasis on report writing ability;
- Excellent computer skills (including Word, Excel, and Access). AUTOCAD is a plus.

Salary Range (Annual):  
Experience Desired (Years):

(Unknown)

1-5 years of experience in environmental consulting

Job Title:  
Desired Qualifications:  
Skills Required:

**Project Leader**

M.A. or M.S. graduate degree in natural resource or environmental policy or related

- Excellent writing and editing skills (writing sample required);
- Excellent organizational skills; ability to manage multiple tasks and priorities in a highly dynamic environment;
- Demonstrated ability to communicate effectively with individuals and groups representing a variety of interests and to facilitate group decisions that all members can support;
- Ability to translate technical documents and reports into written and

verbal communications aimed at a lay audience.

Salary Range (Annual): Experience Desired (Years):	(Unknown) <ul style="list-style-type: none"><li>• 1-3 years of job experience in natural resource or environmental policy, especially related to water and salmon issues;</li><li>• Experience working with technical and science experts on natural resource issues.</li></ul>
Job Title:	<b>Project/Operation Manager</b> <b>*Land Conservancy</b> <b>*Marine Resources Project Manager</b>
Desired Qualifications:	<ul style="list-style-type: none"><li>• B.S. or B.A. Environmental studies/related field;</li><li>• BS/MS Degree in Marine Ecology</li></ul>
Skills Required:	<ul style="list-style-type: none"><li>• Experience w/ program/grant implementation;</li><li>• Experience with relative tools of technology;</li><li>• Direct experience with fundraising, GIS, GPS;</li><li>• Experience w/community-based conservation work and land transactions;</li><li>• Strong presentation and writing skills;</li><li>• Strong management skills;</li><li>• Strategic thinking ability;</li><li>• Excellent leadership and interpersonal skills;</li><li>• Demonstrated ability to resolve resource conflicts</li></ul>
Salary Range (Annual): Experience Desired (Years):	\$20,608-\$120,991 10 to 15
Job Title: Desired Qualifications: Skills Required:	<b>Rangeland Scientist</b> Ph.D. is highly desirable <ul style="list-style-type: none"><li>• Knowledge of research theories and methods used in rangeland or animal science research;</li><li>• Ability to conduct research using appropriate experimental design, procedures, techniques, and statistical analyses;</li><li>• Ability to develop and conduct presentations and briefings;</li><li>• Ability to publish written results in peer reviewed scientific journals;</li><li>• Ability to plan, coordinate and provide guidance for a complex research project.</li></ul>
Salary Range (Annual): Experience Desired (Years):	\$25,467 to \$102,228 (Unknown)
Job Title: Desired Qualifications: Skills Required:	<b>Recreation and Resource Project Assistant</b> Bachelor's degree in relevant area <ul style="list-style-type: none"><li>• Strong organizational, written and verbal communication skills;</li><li>• Personal experience with recreation and conservation issues;</li><li>• Familiarity with GIS (Geographic Information System) applications;</li><li>• Computer proficiency with Word, Excel and the Internet;</li><li>• Ability and willingness to travel frequently. Must have a valid drivers license and safe driving record;</li><li>• Ability and willingness to attend evening and weekend meetings.</li></ul>
Salary Range (Annual): Experience Desired (Years):	(Unknown) (Unknown)

**Job Title:** [Refuge Operations Specialist](#)  
**Desired Qualifications:** B.S. Biology, Zoology

**Skills Required:**

- Self-motivated and committed to excellence;
- Familiarity with fish, invertebrates, birds and salt water systems;
- Involved routine off-hours;
- Strong communication skills;
- High level of energy;
- Demonstrated ability to represent the institution positively;
- Ability to guide, nurture, and develop staff.

**Salary Range (Annual):** \$30,000-\$35,000  
**Experience Desired (Years):** 1 to 5

**Job Title:** [Regional Manager](#)  
**Desired Qualifications:** BS or BA degree in forestry/forest industries, ecology, or natural resource management; preferred MS or MA degree.

**Skills Required:**

- Knowledge of SmartWood FSC certification protocols, a plus;
- Must have strong planning, analytical, and project management skills, with ability to juggle multiple projects simultaneously while adhering to deadlines;
- Strong interpersonal skills with the minimum 3 years experience in managing and motivating a diverse staff;
- Experience in overseeing the finance and operations of an office highly preferred;
- Strong verbal and written communication skills in English language;
- Asian language capability in either Chinese or Malay-based language a plus;
- Strong computer skills (i.e. word processing, spreadsheet and presentations).

**Salary Range (Annual):** (Unknown)  
**Experience Desired (Years):**

- 3-5 years of managerial level field experience in forestry or rural natural resources management and/or economic development;
- Experience in results-driven sales and marketing position with demonstrated success in achieving revenue goals.

**Job Title:** [Regional Representative](#)  
**Desired Qualifications:** B.A./B.S. degree in Environmental Studies, Political Science or a closely related field.

**Skills Required:**

- Valid driver's license, satisfactory driving record, and proof of auto insurance required;
- Strong demonstrated written and oral communication skills. Demonstrated public speaking ability;
- Excellent knowledge and background in a specific issue area of the environmental field related to assigned programs and campaigns;
- Prior experience and knowledge of the legislative process;
- Demonstrated ability and effectiveness working with volunteers.

**Salary Range (Annual):** \$36,000  
**Experience Desired (Years):** At least 3 years experience in grassroots organizing, training, and motivating volunteers, coalition building and lobbying.

**Job Title:** **Regulatory Specialist**  
**Desired Qualifications:** B.S. in a relevant engineering or sciences discipline  
**Skills Required:**

- Working knowledge of environment., health and safety regulations and statutes;
- Exp. applying risk assessments and sound science principles to support policy advocacy;
- Excellent project management, written / verbal communication;
- Excellent interpersonal and organizational skills;
- Good research skills.

**Salary Range (Annual):** \$14,244 - \$74,648  
**Experience Desired (Years):** 5

**Job Title:** **Research Consultant**  
**Desired Qualifications:** Bachelors degree in Environment, Science, Engineering, Construction/Surveying/Planning, Business Studies or Economics  
**Skills Required:**

- Strong communication and sales skills;
- An interest in people and business, tenacity, perseverance;
- The ability to problem solve to help our clients and candidates with cost-effective solutions.

**Salary Range (Annual):** (Unknown)  
**Experience Desired (Years):** (Unknown)

**Job Title:** **Researcher**  
**\*Research Associate**  
**Desired Qualifications:** MS Plant Physiology/related field  
**Skills Required:**

- Interest in plant conservation genetics/ecology;
- Commitment to conservation/restoration of native plants;
- Ability to set priorities, work under deadlines and work effectively with minimal supervision;
- Proficient with MS Word/Excel.

**Salary Range (Annual):** \$18,720-\$102,228  
**Experience Desired (Years):** (Unknown)

**Job Title:** **Sales Representatives**  
**Desired Qualifications:** (Unknown)  
**Skills Required:**

- Conscientious about environmental and humanitarian issues;
- Motivated about the cause;
- Skills to set up and host eco-fashion parties;
- Sales ability and comfortable seeking clients, and treating clients with top, attentive service;
- Efficient in setting up own appointments, party schedules and following through with clients;
- Willing to go the extra-mile;
- Creative ideas on how to sell our products;
- Eager to learn and grow about the organic industry;
- Able to scope out eco-fairs, green fashion show possibilities, and possibly pioneer new sales methods;
- Enthusiastic about bringing organic clothes into the mainstream;
- Credible and trustworthy in organizing and maintaining merchandise.

**Salary Range (Annual):** (Unknown)  
**Experience Desired (Years):** (Unknown)

**Job Title:** [Seasonal Biological Science Technicians - Soils](#)  
**Desired Qualifications:** (Unknown)  
**Skills Required:** Background in soil science and an interest in soil hydrology and chemistry.  
**Salary Range (Annual):** (Unknown)  
**Experience Desired (Years):** (Unknown)

**Job Title:** [Seasonal Forestry & Biological Science Technicians](#)  
**Desired Qualifications:** (Unknown)  
**Skills Required:** Candidates must be able to identify plant species common to southeast Alaska and all positions require a high level of physical fitness.  
**Salary Range (Annual):** \$15.00 per hour  
**Experience Desired (Years):** (Unknown)

**Job Title:** [Seasonal Naturalist](#)  
**Desired Qualifications:** Advanced degree in biology, hydrology, natural resource policy, environmental management or related field.  
**Skills Required:**

- Prior experience and ability in building relationships and working with people from different backgrounds and perspectives;
- Excellent written and oral communication skills;
- Initiative (a self-starter);
- Detail-oriented;
- Other skills considered a plus: grant proposal writing, contract management skills, environmental education and outreach and ability to speak and comprehend Spanish.

**Salary Range (Annual):** \$10/hour  
**Experience Desired (Years):** 1-2 years experience in the environmental field.

**Job Title:** [Senior Associate Biologist](#)  
**Desired Qualifications:** BA/BS in biology, botany, ecology, or wildlife (Master's degree preferred)  
**Skills Required:**

- Experience conducting biological studies, writing biological sections and developing permit applications under regulatory processes;
- Candidates should be able to manage small to medium size projects and direct technical and planning staff for those projects.

**Salary Range (Annual):** (Unknown)  
**Experience Desired (Years):** 3 to 8 years of direct environmental consulting experience

**Job Title:** [Senior Biologist](#)  
**Desired Qualifications:** B.S. in biology or related field required; preference will be given to M.S. or PhD  
**Skills Required:**

- Proven ability to prepare winning proposals;
- Provide leadership and mentoring for junior-level project managers and staff.

**Salary Range (Annual):** (Unknown)  
**Experience Desired (Years):** (Unknown)

**Job Title:** [Senior Ecologist](#)  
**Desired Qualifications:** Educated to degree level in an appropriate subject.  
**Skills Required:**

- Have extended Phase 1 experience;
- Have worked with protected species;
- Excellent IT and communication skills are essential;
- Possess a full clean driving license.

Salary Range (Annual): (Unknown)  
Experience Desired (Years): Four to five years experience

Job Title: **Senior EIA Project Manager**  
Desired Qualifications: (Unknown)  
Skills Required:

- Knowledge / interest in a technical specialty (e.g. water quality);
- Financial experience and competence;
- Client contact and Business Development experience / interest, knowledge / experience of Sustainability / SEA / BREEAM (in that order).

Salary Range (Annual): (Unknown)  
Experience Desired (Years): Minimum of three years experience in EIA Project Management.

Job Title: **Senior Environmental Engineer**  
Desired Qualifications: Certification as a Licensee/Chartered Professional Engineer is preferred.  
Skills Required: (Unknown)  
Salary Range (Annual): \$30,000-35,000  
Experience Desired (Years): Minimum of 5 years professional experience in oil and gas and marine engineering.

Job Title: **Senior Environmental, Health and Safety Specialist, Compliance**  
Desired Qualifications:

- BS/BA in an EHS related technical, scientific, or engineering discipline required.
- Appropriate certifications desired.

Skills Required:

- Experience in conducting environmental site audits, assessments and investigations;
- Proven experience in leading change and implementing new ideas and concepts;
- Track record of driving results through fact-based analysis and business process implementation;
- Demonstrated ability to build lasting relationships and to gain cross-functional alignment for execution;
- Working knowledge of environmental investigative techniques processes and procedures;
- Knowledge of project management, financial and business analysis techniques;
- Knowledge of facilities and operational procedures;
- Strong facilitation, problem solving, organizational, communication and decision making skills;
- Ability to communicate and work effectively with associates at all levels of the company.

Salary Range (Annual): (Unknown)  
Experience Desired (Years): Minimum of four years of EHS experience in manufacturing, agriculture, or related field, with increasing responsibilities.

Job Title: **Senior Environmental, Health and Safety Specialist, Restoration**  
Desired Qualifications:

- BS/BA in geology, or related technical, scientific, or engineering discipline required.
- Appropriate certifications including OSHA 40 hour HAZWOPER training desired.

Skills Required:

- Experience in conducting environmental site audits, assessments and investigations;
- Proven experience in leading change and implementing new ideas and concepts;
- Track record of driving results through fact-based analysis and business

- process implementation;
- Demonstrated ability to build lasting relationships and to gain cross-functional alignment for execution;
- Working knowledge of environmental investigative techniques processes and procedures;
- Knowledge of project management, financial and business analysis techniques;
- Knowledge of facilities and operational procedures;
- Strong facilitation, problem solving, organizational, communication and decision making skills;
- Ability to communicate and work effectively with associates at all levels of the company.

Salary Range (Annual):  
Experience Desired (Years):

(Unknown)  
Minimum of four years of EHS experience in manufacturing, agriculture, or related field, with increasing responsibilities.

Job Title:  
Desired Qualifications:  
Skills Required:

**Senior Environmental Scientist**  
Ph.D. in Environmental or Ecological Science, Biology, Zoology, Botany or related

- Diverse background in ecological research, including knowledge of wetland ecology and biogeochemistry;
- Strong quantitative analysis skills, including design of experiments, statistics (including BACI and Bayesian), and graphing;
- Proven communications expertise, both written and verbal;
- Leadership and managerial skills to coordinate project management between TBE and clients;
- Background in field research; willingness to work in hot, wet conditions, in areas occupied by alligators, insects, etc. for extended periods of time; routine lifting of loads in excess of 25 pounds under challenging field conditions.

Salary Range (Annual):  
Experience Desired (Years):

(Unknown)  
A minimum of 6-12 years of progressively responsible research experience

Job Title:  
Desired Qualifications:  
Skills Required:

**Senior Groundwater Modeler**  
Bachelor's degree in relative field.

- A sound understanding of the principals of groundwater model development, including conceptual modeling, data gathering, model construction, calibration, operation and validation is essential;
- High standards of communication, a track record of business development and project commercial management;
- Excellent IT skills;
- Driver's license.

Salary Range (Annual):  
Experience Desired (Years):

\$25,000-35,000  
5+ years worth of experience of hydrogeology and groundwater modeling, including the common software packages.

Job Title:  
Desired Qualifications:

**Senior Modeler**

- First Degree: BSc Civil Engineering (preferred)
- Second Degree: MSc Engineering Hydrology or similar

Skills Required:

- Ideally chartered with a background in hydraulics and hydrology;
- Experience in managing urban drainage and fluvial projects from inception to implementation;
- Have a high level of technical competence in modeling packages such as

InfoWorks, HECRAS, FEH and MicroDrainage;

- Have an inherent interest to keep abreast of new technologies in the field of urban hydrology, SUDS, integrated catchment modeling and climate change.

Salary Range (Annual): \$25,000-35,000  
 Experience Desired (Years): (Unknown)

Job Title: **Senior Policy Specialist for Lands Stewardship**

Desired Qualifications: Bachelor's degree  
 Skills Required:

- Advanced degree in environmental policy, land management or other related topics preferred;
- Minimum 8 years experience working for a non-profit, government agency, congressional office or comparable entity on land conservation policy or related topics;
- Advocacy experience strongly preferred;
- Must have knowledge of how Congress, the Executive Branch and State Government agencies operate;
- Must be knowledgeable about federal lands policy and how to use it as a tool to protect wildlife and wild places;
- Must have good supervisory skills, ability to work collaboratively with others;
- A successful candidate will be a strategic thinker, well-organized, strong communicator, and have a demonstrated ability to set goals and meet deadlines.

Salary Range (Annual): NWF offers an excellent benefits package.  
 Experience Desired (Years): 8

Job Title: **Senior Staff Archaeologist**

Desired Qualifications: M.A. in Anthropology/Archaeology  
 Skills Required:

- Working knowledge of federal, state and local environmental regulations;
- Western U.S. experience and proficiency in analysis of at least one material type preferred (e.g. lithics, faunal, historic artifacts);
- Geoarchaeological degree or related experience can be substituted for material analysis requirement;
- Project management experience demonstrating the ability to carry on a project from initiation phase through completion phase;
- Excellent oral and written communication skills;
- Strong business/client orientation;
- Strong proficiency in Microsoft Office Word & Excel;
- Ability to work well independently and with a diverse, multi-disciplinary team in a fast paced, team oriented work environment;
- Solid time management and follow through skills, with the ability to simultaneously work on and manage multiple tasks/projects with tight deadlines;
- Detail oriented;
- Resourceful;
- Positive and energetic attitude;
- Self motivated;
- Strong initiative;
- An interdisciplinary background is highly desirable.

Salary Range (Annual): (Unknown)  
 Experience Desired (Years): Ten to fifteen years of experience in Cultural Resource Management

**Job Title:** Senior Program Manager  
**Desired Qualifications:** Must have a Bachelors Degree in Environmental Engineering, Environmental Science, Water Resources, Watershed Management, or related field.  
**Skills Required:**

- **Knowledge of:**
  - Microsoft Office and the Microsoft File Structure. Knowledge or experience with ArcView GIS preferred.
  - Public budgeting and financial reporting processes and procedures.
  - Basic environmental geologic and/or engineering principles and watershed management concepts.
  - Lake Tahoe's ecological and environmental issues preferred.
- **Ability to:**
  - Deploy excellent leadership, organizational and communication skills.
  - Review and edit technical environmental and engineering documents.
  - Speak and present to the public through a wide range of media.

**Salary Range (Annual):** FLSA Status: Exempt; Salary Range: \$55,072 - \$70,493  
**Experience Desired (Years):** Must have three years of professional experience in the field of water resources. Must have three years of supervisory/management experience or a Masters Degree and one year of supervisory/management experience; Must possess a valid driver's license.

**Job Title:** Senior Project Manager  
**Desired Qualifications:** (Unknown)  
**Skills Required:**

- Exceptional problem solving and negotiation skills;
- Must be able to communicate effectively verbally and in writing;
- The successful candidate will be an efficient, highly organized multitasking individual.

**Salary Range (Annual):** (Unknown)  
**Experience Desired (Years):** (Unknown)

**Job Title:** Soil/Environmental Scientist  
 \*Microbiologist  
 \*Managing Environmental Scientist  
 \*Technician

**Desired Qualifications:**

- Ph.D.
- B.S. (MA preferred)

**Skills Required:**

- Ability to establish strong extramurally funded research program;
- Skill in the presentation of research results at scientific meetings and conferences;
- Knowledge of remote sensing techniques;
- Ability to work independently and w/other scientists;
- Demonstrated team leadership ability in project and staff management;
- Demonstrated ability towards field data collection, QA/QC;
- Strong interpersonal/communication skills;
- Interest in the application of molecular approaches to environmental issues;
- Knowledge of soil physics, soil fertility, soil erosion, soil-plant relationships;
- Ability to document research results in referred journals.

**Salary Range (Annual):** \$31,546 - \$99,150  
**Experience Desired (Years):** (Unknown)

**Job Title:** [Supervisory Environmental Protection Specialist](#)  
**Desired Qualifications:** (Unknown)  
**Skills Required:**

- All applicants must have one year experience in or directly related to the line of work of this position that has equipped them with the knowledge, skills and abilities to successfully perform the duties of the position.
- This experience must be comparable in difficulty and responsibility to the GS-14 grade level in the federal service.

**Salary Range (Annual):** \$95,442 - 124,075  
**Experience Desired (Years):** 1

**Job Title:** [Sustainability Manager](#)  
**Desired Qualifications:**

- Candidates must have a bachelor's degree or equivalent from an accredited college or university in Environmental Science, Public Administration or a closely related field. An advanced degree is a plus;
- The successful candidate will have specialized training/coursework in the area of sustainable practices.

**Skills Required:** (Unknown)  
**Salary Range (Annual):** \$53,000-74,000  
**Experience Desired (Years):**

- Have at least three years of increasingly responsible program support experience, especially in an environmental sciences/sustainable practices setting;
- Ideally, candidates will have three or more years of experience with sustainability planning and program implementation.

**Job Title:** [Teacher/Naturalists](#)  
**Desired Qualifications:**

- Two years college level course work or related experience, preferably with science or education background;
- At least 21 years old.

**Skills Required:**

- Leadership experience in organized camping;
- Knowledge and skill in a variety of program areas that will relate to earth science education;
- Understanding of and commitment to CYO philosophy;
- Good example for youth in appearance, attitude and behavior.

**Salary Range (Annual):** \$61.20 per day  
**Experience Desired (Years):** Experience with group process and its relationship to successful programming.

**Job Title:** [Toxicity Laboratory Manager](#)  
**Desired Qualifications:** B.S. or M.S. in biological sciences or related field  
**Skills Required:**

- Strong verbal and written communication skills;
- The ability to design testing programs for use with storm water, and industrial effluents;
- Proficiency with analytical toxicity statistics; and a strong technical background;
- Experience with acute and chronic toxicity testing following EPA protocols is required and knowledge of ToxCalc 5.0 a definite plus.

**Salary Range (Annual):** (Unknown)  
**Experience Desired (Years):** At least two years of project management experience.

Job Title: **Toxicologist**  
Desired Qualifications: M.S. Environmental toxicology/related field  
Skills Required:

- Review, evaluate, and provide technical comments on ecological risk assessment documents;
- Present and defend comments in meetings;
- Perform site visits.

Salary Range (Annual): \$38,000  
Experience Desired (Years): 3 to 6

Job Title: **Urban Ecologist-in-Residence**  
Desired Qualifications: PhD  
Skills Required: Candidates should be mid-career, have distinction and experience, and have a proven track record of research, as well as application of knowledge to problems.

Salary Range (Annual): \$70,000  
Experience Desired (Years): (Unknown)

Job Title: **Volunteer and Projects Coordinator**  
Desired Qualifications: (Unknown)  
Skills Required:

- This person must be able to create and nurture partnerships, coordinate and manage projects and volunteers;
- Enjoy meeting with and presenting to groups and individuals.

Salary Range (Annual): None  
Experience Desired (Years): (Unknown)

Job Title: **Water Resources Specialist**  
**\*Technical Assistance Provider**  
Desired Qualifications: M.A.  
Skills Required:

- Willingness to travel extensively;
- Ability to work effectively with rural leaders;
- Strong skills in water and wastewater infrastructure and related rural issues;
- Some understanding of state/federal funding programs;
- Strong coordination/facilitation skills;
- Computer literate;
- Ability to coordinate and monitor activities of home office technical sector;
- Ability to formulate strategy for complex, interdisciplinary project activity.

Salary Range (Annual): \$37,336  
Experience Desired (Years): 5

Job Title: **Wetlands Specialist**  
Desired Qualifications: Minimum BS in biological/natural resource sciences  
Skills Required:

- Position requires a working knowledge of the flora/fauna of the south/southeast and proficiency and ability to direct, manage, and train staff in performing wetland delineations and USACE permitting;

- Position requires expertise in T&E species surveys, sensitive resource issues, NEPA documentation and the NEPA process;
- Excellent technical writing and communication skills.

Salary Range (Annual):  
Experience Desired (Years):

(Unknown)  
5-12 yrs. of consulting and/or USACE experience in wetlands permitting

Job Title:  
Desired Qualifications:  
Skills Required:

**Wilderness Leader**  
21 years of age

- Ability to carry 55 lb. Backpack through rugged terrain;
- Competency with back country map and compass technique;
- Ability to plan logistics (food, fuel, etc) for trip
- Solid expedition experience-personal and institutional;
- Back country cooking skills;
- Ability to listen, organize and motivate others with a positive attitude;
- Able to work effectively under stressful conditions;
- Ability to work with people from diverse backgrounds;
- Excellent health/physical conditions.

Salary Range (Annual):  
Experience Desired (Years):

\$1,200 - \$10,400  
(Unknown)

Job Title:  
Desired Qualifications:  
Skills Required:

**Wildlife Biologist**  
(Unknown)

- Strong planning and natural resources background and familiarity with and interest in regulatory processes;
- Excellent writing ability and analytical skills;
- Attention to detail and pride in high-quality work;
- Frequent contact with clients and regulatory agency staff.

Salary Range (Annual):  
Experience Desired (Years):

(Unknown)  
(Unknown)