



**San Elijo Lagoon CONSERVANCY**  
*Connecting communities. Protecting nature.*

## **SENIOR ECOLOGIST** ***Job Description***

At San Elijo Lagoon Conservancy, we believe that nature is for everyone. We exist to drive a passion for nature, for all. We believe that if we help people discover a passion for nature, they will want to protect it and value everything it has to offer. We think inclusively and diversely when it comes to driving that passion. We also serve the land and all of its glorious ecosystems. Our three-pronged organizational approach includes Nature Experiences, Conservation and Consultancy.

We are seeking a Senior Ecologist to plan for and manage projects that support habitat restoration in San Elijo Lagoon Ecological Reserve, the Escondido Creek watershed, and the Carlsbad Hydrologic Unit.

**RESPONSIBILITIES & DUTIES:** The Senior Ecologist is an integral part of the Habitat Management Program team. The primary responsibilities of the Senior Ecologist are to plan for and manage projects that support habitat restoration in San Elijo Lagoon, the Escondido Creek watershed, and the Carlsbad Hydrologic Unit (CHU). Activities will include management of the CHU Invasive Species Program; designing and implementing restorations; as well as grant writing, program development and team leadership.

**JOB DESCRIPTION:** The Senior Ecologist is a member of the Habitat Management Program team that functions in protecting and restoring habitat throughout north San Diego County. SELC is seeking a senior ecologist with demonstrated proficiency in managing and designing restoration projects, grant and restoration plan writing, and manage SELC's CHU-wide program

### **Grant Writing and Program Development**

- Write and implement successful grants
- Produce management and/or monitoring plans for restoration projects
- Create budgets and financial plans for habitat restoration related activities
- Develop and plan new projects with vision and creativity
- Expand diversity and inclusion through future program development

### **Implement and manage restoration projects**

- Work to design and prioritize restoration projects
- Coordination with landowners and contractors
- Create an annual restoration plan and calendar
- Report to grantors in a timely manner
- Design mitigation sites and plans as requested by the resource agencies.

## CHU Invasive Species Program

- Ensure that permits are current and in compliance
- Ensure permission agreements are obtained from property owners and are kept current
- Coordinate projects with other partners, including cities, agencies, or other nonprofits.

## MINIMUM REQUIREMENTS:

- Bachelor's degree in Geography, Biology, Ecology, Environmental Science, Botany, or other closely related field.
- 7+ years of relevant professional work experience.
- Self-motivated, organized individual with good time-use skills, and the ability to work in a team environment.
- Excellent verbal, interpersonal and written communication skills; demonstrated proficiency in technical writing.
- Must be comfortable working outdoors, sometimes under rigorous conditions (e.g. hot and/or rainy weather; dense vegetation).
- Knowledge of local habitats, flora and fauna.
- Experience with field data collection, common protocols (e.g. relevé method of sampling vegetation).
- Proficiency in the following software or systems: MS Word, Excel, PowerPoint, ArcGIS and ArcGIS Collector; working knowledge of GPS-related hardware.
- Must possess a valid California driver's license.

**REPORTING STRUCTURE:** This position reports to the Habitat Management Director.

**HOURS:** Position is regular, full-time, and non-exempt; expected to work 40 hours per week. Potential for flexible work schedule.

**COMPENSATION:** Salary will be commensurate with experience. Benefits will include nine paid holidays, paid vacation, paid sick time, personal time, health vision and dental insurance, and the option to participate in a 401K retirement plan with an annual employer match up to \$1,200.

San Elijo Lagoon Conservancy is an equal opportunity employer. We do not discriminate in the employment or treatment of qualified applicants or employees on the basis of race, color, gender, sexual orientation, creed, religion, age, ancestry, national origin, veteran status, or disability.

**TO APPLY:** This position is open until filled. Please submit cover letter, resume, writing sample, and professional reference contact information to [amara@sanelijo.org](mailto:amara@sanelijo.org), subject SENIOR ECOLOGIST No phone calls or office visits without an appointment please.