

Restoration Ecologist

Restoration Ecologist (full time)

H. T. Harvey & Associates, an ecological consulting firm based in Northern California, is looking for a restoration ecologist for a full time position in the restoration ecology group in our San Francisco Bay Area office (Los Gatos, Santa Clara County). Although much of the work can be performed remotely, some office meetings, site visits, and fieldwork will be required.

What you'll do

Over the course of a typical week, H. T. Harvey & Associates restoration ecologists spend time both in the field and in the office. Field work includes: collecting baseline information to support restoration planning; performing field monitoring of restoration maintenance activities; and conducting post-construction restoration monitoring. In the office, restoration ecologists contribute to and write restoration plan documents; participate in multi-disciplinary restoration planning meetings with senior staff; craft restoration site maintenance recommendations; analyze post-restoration ecological monitoring data; and contribute to annual long term monitoring reports. This is a staff-level position without project management responsibilities, but strong potential for promotion into management positions.

The restoration team at H. T. Harvey & Associates is a highly-collaborative group that provides training and mentorship to staff and actively seeks out opportunities for professional growth. Most projects involve collaborative work with other firm experts (e.g., wildlife, restoration, fish and aquatic ecology, landscape architecture, rangeland management, soil science, arboriculture) as well as with teaming partners (restoration hydrologists, engineers, restoration contractors, and others).

What are some of the important projects that H. T. Harvey & Associates restoration group works on in the San Francisco Bay Area?

Our company's mission is to help clients address their complex ecological challenges. As a result of our 50 year history in the region and the recognized local and unique expertise of our staff, our restoration group works on a variety of interesting and challenging projects. For example we are:

- Working on riparian/river restoration projects, including restoration design and research on the vulnerable Sycamore Alluvial Woodland habitat in the Bay Area, as well as creative integration of riparian forest restoration with flood protection projects.
- At the cutting edge of designing ecosystem adaptations to sea level rise throughout the San Francisco Bay, working on multi-benefit projects that restore bayland habitats for threatened and endangered species, and assisting with the integration of bayland habitat restoration with flood protection.
- Designing freshwater and pond restoration projects to provide habitat for the federal and state threatened California tiger salamander and for the federal threatened California red-legged frog.
- Developing innovative techniques for integrating large scale habitat restoration into urban development projects, such as tech campuses.

Who works at H. T. Harvey & Associates?

Our ecologists have been working on restoration projects in the San Francisco Bay Area for decades and have unparalleled expertise with the region's habitats, species, and regulatory environment. A position working for H. T. Harvey & Associates is not for everyone—it is for those who strive for excellence in their everyday work, their science, and their long term careers and for those who are interested in continually improving their scientific knowledge, learning from others, and collaborating with experts in other fields of ecology.

If that sounds like you and you meet the requirements below, we look forward to learning more about your ecological interests and skills during the application process.

Required experience

- Strong academic background in restoration, plant, and/or soils ecology
- Experience in some or most of the following areas: habitat restoration design; plant ecology; soil science; wetland and/or riparian ecology and hydrology; statistical design and analysis; and plant taxonomy
- Exceptional and demonstrated technical writing ability
- Excellent communication and collaboration skills
- Good organizational and data handling skills

Candidates with a M.S. are preferred, but applicants having a B.S. combined with directly relevant experience will be considered.

Desired qualifications

- Experience with regulatory agency permitting and/or consulting
- Hands on restoration project planning or restoration monitoring experience
- California flora identification skills

This position requires the future employee to:

- Hold a valid driver's license with no major traffic violations or multiple minor violations
- Work occasionally on nights, weekends, and early morning hours
- Walk over varied terrain
- Work in inclement weather
- Perform soil sampling in the field
- Lift and carry up to 50 pounds
- Follow best practices for field safety
- Potentially travel within California for fieldwork

How to apply

Please prepare and submit a cover letter, resume, academic transcripts, references, and a technical writing sample. In your cover letter we'd appreciate it if you share why you consider yourself a good fit for this position and unique aspects of your personality or experience that may not be reflected in your resume.

About H. T. Harvey & Associates

H. T. Harvey & Associates is an ecological consulting firm based in the San Francisco Bay Area, with five offices in California and Hawaii. Our core areas of expertise are plant ecology, wildlife ecology, restoration ecology, landscape architecture, and fish and aquatic ecology. We hire people who strive to be the best in their fields and provide training, support, and work opportunities to grow their expertise.

Our employment package includes a competitive salary as well as medical, dental, and life insurance coverage and a 401(k) with a generous employer match.

H. T. Harvey & Associates is an Equal Employment Opportunity employer. We do not discriminate based on race, religion, color, national origin, sex, sexual orientation, age, veteran status, disability status, or any other applicable characteristics protected by law. We encourage people of all backgrounds and abilities to apply.

We are celebrating more than 50 years of cultivating excellence in our staff and work in pursuit of our mission to create ecologically sound solutions to our clients' complex natural resource challenges.

https://workforcenow.adp.com/mascsr/default/mdf/recruitment/recruitment.html?cid=42db2748-b13a-41da-a951-fccb2d6c4ab1&ccId=19000101_000001&jobId=431320&source=CC2&lang=en_US