



MID-LEVEL TO SENIOR BOTANIST JOB ANNOUNCEMENT

ABOUT NOMAD ECOLOGY, LLC

Nomad Ecology, LLC is a small environmental consulting firm in Martinez, California that specializes in natural resource studies, biological resource, restoration, and Geographic Information System services. Our business focuses on two general areas: utility and public infrastructure projects (water, power, gas, bridges, roadways, etc.) and resource management and inventory for local park districts, land trusts, and habitat conservancies. Our clients, and projects, are focused within the 9-county Bay Area, although we do occasionally travel beyond the Bay Area for projects.

Nomad provides biological resources expertise from the beginning phases of project design, helps clients minimize impacts to biological resources, assists clients with obtaining permits from relevant agencies, provides biological monitoring throughout project construction, completes restoration design and implementation after project construction, and conducts long-term monitoring to comply with permit conditions. For nearly 20 years we have provided services that comply with applicable State and federal environmental regulations including the California Environmental Quality Act (CEQA), National Environmental Policy Act (NEPA), federal and State Endangered Species Acts, and the Clean Water Act, among others.

The natural resource related services offered by Nomad support the objectives of privately-owned companies, public agencies, and municipalities. Our services are also well suited in the non-profit world by enriching the knowledge of land and resource managers, park agencies, and non-governmental organizations in the facilitation of meaningful stewardship-driven land management. Our approach integrates biological expertise, professional integrity, and advanced technology, allowing us to produce quality products on time and within budget, and cultivate long-term relationships with our clients, business partners, and regulatory agencies. During our history we have developed long-term relationships with many of our clients and have a solid reputation around the Bay Area for our expertise in the disciplines of professional wildlife biology and botany.

Nomad prides itself on being a "development neutral" firm focused on public utilities and public works sectors as well as natural resource management arenas. Nomad does not pursue large-scale development projects (e.g. housing or commercial development).

JOB SUMMARY

Nomad Ecology is seeking a mid-level to senior level Botanist to assist with the firm's projects and studies relating to mitigation, restoration, floristic inventories, rare plant surveys, vegetation mapping, fuels treatment and post-fire efforts, statistical analysis of field data, restoration implementation and monitoring, and other botany related work. As a member of Nomad Ecology, the person filling this position must be dedicated to having an understanding and appreciation of the flora of California and promoting the use of sound science and current technologies available to floristic professionals and restoration practitioners. The work will be both office-based and in the field throughout various locations in the San Francisco Bay Area. It requires an individual who is organized, collaborative, accustomed to physical field work, and enthusiastic about the conservation of California's biological resources.



Field work demands that the individual be comfortable working independently and as a team in outdoor, often remote locations. A working knowledge of the Bay Area's plant species is essential. The ideal candidate will have survey and monitoring experience with a wide range of the Bay Area's habitats and have excellent site identification of native and non-native plant species. The successful candidate will work with dedicated staff, principals, sub-consultants, and clients to conduct botanical related field work; research current rare plant, floristic, vegetation mapping, and fire ecology information and practices; prepare reports; implement and monitor restoration efforts; GIS mapping and cartography; remote sensing; and assist with other tasks typical of a small "all hands-on deck" environmental consulting firm.

REPRESENTATIVE RESPONSIBILITIES

Botany and Floristics

- Strong ability to identify plants including rare plants and sensitive natural communities.
- Understand laws and regulations relevant to rare plants and sensitive natural communities.
- Efficiently but comprehensively conduct and compile baseline inventories of botanical resources by capable site identification skills.
- Conduct reconnaissance-level surveys in support of biological resources documents/products.
- Evaluate the results of reconnaissance-level surveys, in conjunction with scientific literature, to make scientifically sound recommendations for protocol-level rare plant surveys.
- Understand and execute current rare plant survey protocols.
- Conduct rare plant habitat modeling utilizing GIS.
- Conduct impact assessments and develop mitigation measures for sensitive botanical resources in a CEQA and NEPA context.
- Develop and implement rare plant sampling and monitoring protocols.
- Execute vegetation mapping and sampling using CNPS and CDFW protocols.

Restoration

- Develop conceptual designs for wetland, riparian, and upland restoration projects.
- Plan and develop mitigation and restoration plans to meet current performance standards supported by sound science but also meet agency requirements.
- Develop site specific planting palettes that are regionally appropriate.
- Work with seed sourcing companies and nurseries to procure secure seed mixes and other restoration materials.
- Coordinate restoration implementation efforts with hydroseeding companies and other restoration professionals.
- Research and develop performance stands based on current restoration standards, practices, and science.
- Design and implement sampling and monitoring protocols for restoration projects utilizing current techniques.
- Stay up to date on pathogens affecting California's nursery trade and natural habitats and best management practices for pathogen prevention.
- Interact with agency personnel related to mitigation and restoration arenas.
- Prepare reports detailing the results of monitoring efforts that meet agency standards and requirements.

Fuels Treatment and Post-Fire Studies

- Implement, and execute sampling protocols for post-fire studies.
- Establish plots and collect data in harsh post-fire environments.



- Understand database structure and development, to input and update if necessary, Nomad's post-fire and vegetation relational databases.
- Conduct statistical analysis of post-fire sampling data from multiple sites, over several years, using R or similar data analysis packages.
- Prepare reports and journal articles detailing the results and analysis of sampling data consistent with, and expanding upon, Nomad previous post-fire work.

GIS Mapping and Remote Sensing

- Use GIS software, primarily ArcMap / ArcPro.
- Create and manage feature-based GIS datasets / databases for various types of botanical related projects.
- Use segmentation software such as eCognition or Spatial Analyst tools in ArcMap to assist with vegetation mapping and remote sensing.
- Create attractive maps for reports and presentations.

Other Responsibilities

- Assist writing biological resource documents for baseline resource inventories and management plans, CEQA and NEPA related biological resources documents, land-use planning documents, and constraints analyses.
- Assist in the development of GIS spatial databases and map production in support of other types of natural resource documents.
- Occasionally prepare daily or weekly monitoring reports for construction and restoration monitoring projects.
- Develop scientifically sound and innovative goals and objectives during the development of natural resources management plans.

REPRESENTATIVE QUALIFICATIONS

- Bachelor's degree in Botany, Environmental Studies or related field with at least **3-4 years** of experience as a professional biologist; **or**
- Master's degree in Botany, Restoration, Environmental Studies or related field with at least of experience as a professional biologist.
- Broad knowledge of the flora and vegetation communities of California, especially the San Francisco Bay area, with strong competency in field identification.
- Excellent writing and verbal communication skills.
- Strong computer literacy and data entry/analysis proficiency (i.e., Word, Excel, Adobe Photoshop, Google Earth, GIS (preferred), and statistical programs, among others).
- Strong analytical, organizational and time management skills, with excellent attention to detail.
- Ability to independently and efficiently plan and manage multiple complex projects simultaneously.
- Ability to work independently and as part of the Nomad team; demonstrated ability to be a self-starter and exercise mature judgment; while at the same time understanding the Nomad brand and expectations of Nomad's principals.
- General understanding of CEQA, NEPA, ESA and other environmental laws and regulations.
- Ability to work as part of a team.



ADDITIONAL DESIRED SKILLS/INTERESTS

- The ability to help market Nomad's services by demonstrating and communicating your expertise and experience.
- Experience coordinating field staff.
- Knowledge and appreciation of local and statewide environmental issues.
- Outgoing personality and positive attitude.

ADDITIONAL JOB REQUIREMENTS

- Work may require travel throughout the Bay Area, and occasionally beyond (travel expenses are reimbursed).
- Some evening and weekend work may be required to meet deadlines or adhere to agency endorsed survey protocols but this would be highly unusual. Nomad prioritizes our employees' weekends and work / life balance.
- Possess valid California driver's license.
- Access to a motor vehicle for work related travel.
- Ability to hike, occasionally on rugged terrain.
- Ability to work outdoors and in inclement weather.
- Ability to lift, carry/move small boxes, field equipment, and supplies up to 50 lbs.

STATUS AND SUPERVISION

This is a full-time staff position based out of our office in Martinez, with remote work privileges. During the field season the staff member may be requested to work additional hours, beyond a full-time schedule, to meet various project needs. The position will be supervised by Nomad principal botanist Heath Bartosh or principal vegetation ecologist Erin McDermott.

COMPENSATION AND BENEFITS

This is a mid- to senior-level position. This Botanist will serve a key role among Nomad's small group of professionals. Compensation will be commensurate with qualifications and experience with a pay range between \$30 and \$50 hourly. Nomad Ecology offers benefits that are competitive with other environmental consulting firms of comparable size. Additional compensation beyond salary such as bonuses and profit sharing are also offered.

TO APPLY

Please submit a cover letter, résumé, and three professional references to hbartosh@nomadecology.com. The subject line of your email should read "Botany Application." Upon review of your submittal you may be asked to supply writing samples prior to the first round of interviews. Review of applications will begin on **November 29, 2024**, and will continue until the position is filled.