



Mid- to Senior-Level Consulting Ecologist – Protected Species

why Merjent?

Merjent, Inc. (Merjent) is a medium-sized consulting company dedicated to creating an environment where both people and projects succeed. Merjent has staff located across the United States who may choose a remote, in-office, or hybrid work arrangement. All full-time employees begin their tenure at Merjent with 5 weeks of paid vacation regardless of seniority, in addition they receive 10 paid holidays and a generous benefits and compensation package. Merjent supports annual career-related training for employees to become or continue as leaders in their field of expertise. Merjent facilitates organic growth within the company and encourages employees to bring their ideas forward to grow existing and create new service lines within and beyond the currently served sectors of energy, mining, transportation, manufacturing and construction, land development industries, and government. Merjent also invests in its company culture by supporting travel for remote employees to attend in-person team meetings and all-staff events.



position summary

Merjent is seeking a full-time Mid- to Senior-Level Consulting Ecologist with expertise in federally protected species to join our team of dedicated consultants. This position targets applicants with specific experience in: 1) supporting application development and implementation of the Monarch Candidate Conservation Agreement with Assurances (CCAA) for energy clients; and 2) leading the development of Biological Assessments (BAs) and federal Endangered Species Act (ESA) Section 7 consultations (informal and formal) for clients throughout the United States.

The salary range for these positions is \$71,500 to \$133,000. Salary is dependent on experience level and candidates who may be outside of this range are still encouraged to apply.

responsibilities

Responsibilities of the Consulting Ecologist may include the following and other related tasks:

- Lead Monarch CCAA projects for clients, including the following:
 - Development of client-specific enrollment strategies
 - Preparation of applications
 - Oversight of desktop analysis of assets in conjunction with GIS staff
 - Development of annual reports and implementation plans
 - Evaluation and collation of annual adopted acres
 - Survey coordination for annual bio-effectiveness monitoring
- Lead informal and formal agency consultations under Section 7 of the ESA.
- Lead development of BAs including species accounts, impact assessments, conservation measures, and justification for effect determinations under Section 7 of the ESA.
- Coordinate with biological field surveyors on survey methods, implementation, and reporting for surveys of federally listed species.
- Contribute to or lead development of Habitat Conservation Plans under Section 10 of the ESA.
- Assist with development, scoping, and budgeting of biologically focused projects.

Candidates interested in applying should submit a completed Application for Employment to merjent.applicantpro.com.

Merjent, Inc is an Equal Opportunity Employer committed to diversity and inclusion. We are pleased to consider all qualified applicants for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, protected veteran status, or any other legally-protected factors. Disability-related accommodations during the application process are available upon request.

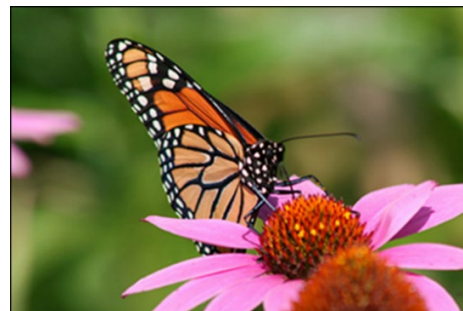
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required qualifications and experience

The successful candidate will have the following qualifications and professional experiences:

- Bachelor's degree or higher in biology, ecology, fisheries and wildlife, conservation biology, or a related degree.
- Demonstrated experience working on:
 - the application development and implementation of the Monarch CCAA; and/or
 - Section 7 of the ESA interagency consultations and federally listed species impact assessments for 5 or more years. (Involvement solely in surveys to support these consultations and BAs is helpful, but alone does not fulfill the position requirements).
- Demonstrated lead role in multiple interagency consultations and BAs under Section 7.
- Specific background and expertise working with the energy industry on construction, operations, and maintenance of energy generation, transmission, and distribution projects.
- Experience in development of Habitat Conservation Plans under Section 10 of the ESA preferred.
- Knowledge of Bald and Golden Eagle Protection Act and Migratory Bird Treaty Act legislation, regulations, and current guidance and practice preferred.
- Experience using geo-spatial files in Google Earth and ArcGIS Online
- Ability to manage time, complete multiple tasks under schedule constraints, and adapt to changes in scope and deadlines.
- Ability to work independently with minimal supervision and own the process.
- Ability to analyze, organize, and interpret data from multiple sources and interests.
- Excellent technical writing skills. A writing sample will be requested during the interview process.
- Detail-oriented with excellent problem-solving and critical-thinking skills.



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