

Mid-Level Protected Species Biologist

position summary

Merjent, Inc. (Merjent) is seeking a full-time or part-time Mid-Level Protected Species Biologist with expertise in federally protected species to join our team of dedicated consultants. This position targets applicants with Endangered Species Act (ESA) expertise and specific experience in ESA compliance and permitting, such as: 1) contributing to and drafting sections in development of Biological Assessments (BAs); 2) participating in federal ESA Section 7 consultations (informal and/or formal); 3) contributing to or drafting sections of Habitat Conservation Plans (HCPs); and 4) supporting application development and implementation of the Monarch Candidate Conservation Agreement with Assurances (CCAA) for energy clients.



Flexible/hybrid work arrangements are available for professionals who can work successfully in a remote work environment. The anticipated salary range for this position is \$87,000 to \$105,000, depending on qualifications and experience.

why Merjent?

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 4 weeks of paid vacation regardless of seniority. In addition, employees 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.

responsibilities

Responsibilities of the Mid-level Protected Species Biologist may include the following and other related tasks:

- Draft sections of BAs such as species accounts, impact assessments, conservation measures, and justification for effect determinations under Section 7 of the ESA.
- Participate in informal and formal consultations with the U.S. Fish and Wildlife Service and/or National Marine Fisheries Service under Section 7 of the ESA.
- Research and draft sections of Habitat Conservation Plans under Section 10 of the ESA.
- Assist with research and writing associated with biologically focused projects.
- Assist with Monarch CCAA enrollment strategy development, application preparation, annual report and implementation plan development, and annual biological effectiveness monitoring for clients.
- Work with senior team members to ensure clients' projects comply with Bald and Golden Eagle Protection Act (BGEPA) and Migratory Bird Treaty Act (MBTA) legislation, regulations, and current guidance and practice.
- Coordinate with biological field surveyors on survey methods, implementation, and reporting for surveys of federally listed species.

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.

Merjent is not accepting unsolicited assistance from search firms for this employment opportunity.

Senior ESA Compliance Biologist

(continued)

required qualifications and experience

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

- Bachelor or graduate degree in biology, ecology, fisheries and wildlife, conservation biology, or a related degree.
- Demonstrated experience in working as a protected species biologist for 3-5+ years, including in the consulting sector, in one or more of the below areas:
 - Section 7 of the ESA including informal or formal interagency consultations and species impact assessments (e.g., BAs);
 - Habitat Conservation Plans under Section 10 of the ESA;
 - Monarch CCAA; and/or
 - BGEPA and MBTA legislation, regulations, and current guidance and practice.
- Experience using geo-spatial files in Google Earth and ArcGIS Online
- Ability to work independently without supervision and as part of a project team, in coordination with Merjent's team of protected species biologists.
- Ability to manage time, balance and complete multiple tasks under schedule constraints, and adapt to changes in scope and deadlines.
- Experience in analyzing, organizing, and interpreting data from multiple sources and interests.
- Demonstrated technical writing skills. A writing sample may be requested during the interview process.
- Detail-oriented with problem-solving and critical-thinking skills.
- Preference for a background working within the energy industry on construction, operations, and maintenance of energy projects.

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