

Senior ESA Compliance Biologist

position summary

Merjent, Inc. (Merjent) is seeking a full-time Senior Endangered Species Act (ESA) Compliance Biologist with expertise in federally protected species to join our team of dedicated consultants. This position targets applicants with broad ESA expertise and specific experience with: 1) leading the development of Biological Assessments (BAs), federal ESA Section 7 consultations (informal and formal), and/or Habitat Conservation Plans (HCPs) for clients throughout the United States; and 2) 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 \$119,000 to \$152,000, 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 Senior ESA Compliance Biologist may include the following and other related tasks:

- Lead development of BAs including species accounts, impact assessments, conservation measures, and justification for effect determinations under Section 7 of the ESA.
- Lead informal and formal consultations with the U.S. Fish and Wildlife Service under Section 7 of the ESA.
- Contribute to or lead development of HCPs under Section 10 of the ESA.
- Assist with development, scoping, budgeting, and leading biologically focused projects.
- Lead Monarch CCAA enrollment strategy development, application preparation, annual report and implementation plan development, and annual biological effectiveness monitoring for clients.
- Work with clients to ensure their 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.

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required qualifications and experience

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

- Graduate degree (preferred) or bachelor's degree in biology, ecology, fisheries and wildlife, conservation biology, or a related degree.
- Demonstrated experience serving as a task lead for +10 years, including 3-5 years in the consulting industry, in the majority of the following areas:
 - Section 7 of the ESA interagency consultations and federally listed species impact assessments for +10 years. (Involvement solely in surveys to support these consultations and BAs is helpful, but alone does not fulfill the position requirements.)
 - Multiple interagency consultations and BAs under Section 7 of the ESA.
 - Habitat Conservation Plans under Section 10 of the ESA.
 - Application development and implementation of the Monarch CCAA.
 - BGEPA and MBTA legislation, regulations, and current guidance and practice.
- Specific background and expertise working with the energy industry on construction, operations, and maintenance of energy generation, transmission, and distribution projects is preferred.
- Demonstrated experience in business development through conference presentations, serving as client lead, leading marketing meetings, and other networking activities.
- 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 may be requested during the interview process.
- Detail-oriented with excellent problem-solving and critical-thinking skills.

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