

Job Title:	Director of Biology	Job Status:	Full-Time
FLSA Status:	Professional, Exempt	Amount of Travel Required:	25%
Grade Title:	Director	Salary Range:	\$130,000 - \$156,000
Grade Range:	D	Location(s):	Flexible (within California)

## Summary

Would you like to join Bargas’ growing **Biological Resources Team**? At Bargas, we have created a work environment founded on teamwork, diversity, integrity, honesty, and trust, with a dedication to supporting our client’s project goals to become an ideal partner. We believe in doing the job right and delivering high-quality services and deliverables by leveraging the collective intellect of our team to provide exceptional work products.

We are seeking an energetic and experienced Biologist with at least 15 years of experience who is ready to lead and mentor a group of enthusiastic biologists, develop and strengthen relationships with current clientele, identify and develop new business opportunities, and work with a team to solve complex biological and regulatory issues.

## Education & Experience

- Bachelor’s degree in Biology, Ecology, Environmental Studies, Fish and Wildlife Science, Natural Resource Science, or a related field
- 15+ years of professional experience in natural resources consulting
- 7+ years of project management experience
- 5+ years of supervisory experience
- 5+ years of experience in marketing biological services

## Key Qualifications

- Experience with providing biological services in diverse sectors (e.g., utility, transportation, energy, federal, and private development)
- Proven ability to manage large, complex biological projects and lead project teams
- Established working relationships with multiple agencies
- Working knowledge of the California Natural Diversity Database (CNDD), vegetation community identification process, the California Environmental Quality Act (CEQA) and the National Environmental Policy Act (NEPA) compliance, and Biological Assessments
- Proven track record as a lead author on natural resources reports for a variety of agencies and project types and sizes
- A drive to provide technical support and guidance to staff, including mentoring and training opportunities
- Strong technical report writing and critical thinking skills and ability to review the work of others
- Possession of current USFWS 10(a)(1)(A) Permits and/or CDFW Scientific Collecting Permits preferred
- Experience actively participating in business development activities and authoring proposals
- Ability to work independently, a willingness to learn, self-motivation, initiative, and resourcefulness
- Excellent written and verbal communication skills
- Strong commitment to safety



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- Valid U.S. driver's license and good driving record
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## Responsibilities

- Oversee the Biological Resources Department
  - Manage teams of 20 or more individuals
  - Hire, train, mentor, and supervise staff
  - Manage and delegate workload
  - Provide expert guidance to clients on a wide range of biological, ecological, and environmental issues, including threatened and endangered species, habitat restoration, and wetlands
  - Identify and pursue new business opportunities in diverse sectors
  - Collaborate with the leadership team on strategic pursuits, including proposal development and client meetings
  - Successfully manage large-scale, often multi-disciplinary projects and maintain productive working relationships with clients
  - Oversee budgets, scopes, and milestone deliveries for complex projects
  - Lead and conduct U.S. Army Corps of Engineers (USACE) wetland/stream delineations, Clean Water Act (CWA) Section 404 permitting, and/or Endangered Species Act (ESA) threatened and endangered species habitat assessments
  - Prepare and review biological assessments and other technical documents
  - Represent the company in meetings with clients, regulatory agencies, and stakeholders
  - Ensure compliance with applicable federal, state, and local laws and regulations, including CEQA and NEPA
  - Perform Quality Assurance of project data, technical documents, and proposals
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## Eligible Benefits

- Paid time off for holidays, vacation, and sick leave
  - 401(k) with matching contributions
  - Full medical, dental, and vision benefits
  - Position can be based in the Sacramento, Bay Area, Los Angeles greater basin, Inland Empire, or San Diego regions
  - Flexible work schedule
  - Hybrid schedule of office and work-from-home
  - Professional development and mentorship opportunities
  - Annual bonuses, subject to discretion of management
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## Additional Information

- Must be able to walk long distances, traverse rugged and steep terrain, and work in fluctuating and potentially extreme weather conditions
  - Must be able to sit at a computer for several hours at a time
  - Must be able to stand, stoop, and kneel
  - Must be able to carry equipment weighing in excess of 25 lbs.
  - Must be able to pass a background and DMV check
  - Relocation is not available for this position
  - Sponsorship is not available for this position
  - Offered rate of compensation will be based on education, experience, qualifications, certifications, skills, performance, key performance indicator metrics, travel requirements.
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## About Us

Bargas Environmental Consulting, LLC (Bargas) is a minority, woman-owned business focused on improving the world we live in by providing environmental solutions to a developing California. We strive to create a unique culture that is diverse, all-inclusive, creative, and welcomes new ideas and solutions to some of the distinctive obstacles that projects may have. Bargas offers a supportive work/life balance that encourages our staff to grow both personally and professionally. We provide our staff with exciting opportunities to further their environmental knowledge to better address the dynamic aspects of our projects. We live our company values daily in Safety, Clients, Communication, Responsibility, Teamwork, Learning, Professionalism, and Sharing. We are committed to helping our community through our “Bargas Give Back” program.

Bargas is proud to be an Equal Opportunity Employer. All qualified candidates will be considered without regard to race, color, religion, national origin, military or veteran status, gender, age, disabilities, sexual orientation, gender identity, pregnancy and pregnancy-related conditions, genetic information, and any other characteristics protected by the law.