

JOB OPPORTUNITY

Biological Monitor

(Temporary Seasonal)

April 7, 2025

BACKGROUND

The San Mateo Resource Conservation District (RCD) seeks a Biological Monitor to support the implementation of projects to improve forest health, wildfire resiliency, water resources, and wildlife habitat in beautiful coastal San Mateo County. RCDs across California serve as local hubs for conservation, connecting people with the technical, financial, and educational assistance they need to conserve and manage natural resources. RCDs help landowners, land managers, government agencies, and others to voluntarily protect, restore, and enhance natural resources on private and public lands. A defining characteristic of RCDs is that our assistance is non-regulatory, confidential, and free.

POSITION

You will support efforts to restore wildlife habitat, enhance streamflow, and improve forest health and wildfire resiliency. The work generally involves assisting with conservation projects and helping landowners manage their natural resources; in particular, conducting biological monitoring activities such as nesting bird surveys, aquatic species surveys, flagging sensitive resources, and monitoring during construction activities. Example projects include enhancing creek and wetland habitat, removing barriers to ancestral fish migration, managing vegetation for forest health and community wildfire resiliency, water storage and conservation, and other activities that improve natural resources for wildlife and people. You will work with a broad array of internal staff, consultants, contractors, partners, landowners, and agency staff. This is a predominantly field-based position and is temporary seasonal, starting as early as June 2025 and ending as late as December 2025. Start and end dates are flexible, to be negotiated with the selected candidate.

TYPICAL DUTIES AND RESPONSIBILITIES

- Conduct pre- and post-project monitoring activities such as collecting field data, data entry, equipment preparation, and maintaining supplies (you will be trained in all required protocols)
- Support biological monitoring and environmental compliance for the implementation of conservation projects
 - Prepare daily monitoring forms and species training materials
 - Provide on-site environmental awareness training for work crews and communicate best management practices, avoidance measures, and permit terms with contractors
 - Conduct surveys such as nesting bird surveys, amphibian surveys, and flagging sensitive habitats and avoidance areas

- Provide biological monitoring oversight during construction activities including identifying and relocating species from active construction areas and being in frequent communication with equipment operators to collaboratively advance implementation actions
- Fill out daily monitoring and survey forms and share construction progress updates and photos
- Communicate with the RCD project manager and construction contractor
- Participate in crew safety talks and contribute to worksite safety
- Contribute to overall RCD goals and mission through special projects as needed or assigned
- Promote diversity, equity, inclusion, and justice in conservation and contribute to the implementation of the RCD's DEIJ Plan
- Foster positive relationships with staff and partners

APPLICANT QUALIFICATIONS

You will benefit from previous experience with in-field biological work, particularly construction monitoring. You will need strong communication and interpersonal skills, excellent observation skills, as well as curiosity and a desire to learn.

Minimum qualifications

- Demonstrated ability to monitor conservation projects; transferable skills are acceptable
- Knowledge of plants and animals found in the Santa Cruz Mountains region including identification, handling, and life history
- Strong verbal communication skills and ability to work with a variety of community members with diverse cultural backgrounds, worldviews, and temperaments
- Demonstrated commitment to diversity, equity, and inclusion
- Ability to work collaboratively on a team as well as independently
- Ability to walk on rugged terrain, be on your feet for long periods of time, lift and carry supplies, and use hand-held equipment during all weather. If you have any concerns or questions about these requirements, please contact us at jobs@sanmateoRCD.org
- Innovative problem-solving abilities, flexibility, strong desire to learn
- Valid California driver's license

Desired qualifications

- Undergraduate degree in biology, natural resource management, or related field
- Spanish proficiency/fluency
- Experience handling and working with sensitive species
- Experience conducting biological monitoring and nesting bird surveys
- Previous agency (U.S. Fish and Wildlife Service, California Department of Fish and Wildlife) approval to handle species and/or biological monitoring (monitor or Qualified Biologist)
- Experience working safely and effectively near construction equipment
- Knowledge in one or more of the following areas: watershed stewardship, natural resource management, hydrology, soil science, native plant and animal communities, restoration ecology, fisheries, water resources and conservation, or similar field
- Drone license

COMPENSATION AND BENEFITS

This position is seasonal temporary, and a part-time or full-time position is available. The position is expected to start as early as June 2025 and end as late as December 2025. Start and end dates are flexible,

to be negotiated with the selected candidate. Financial compensation for the Biological Monitor is \$25-34 per hour, depending on experience. Benefits include paid time off; a 401K retirement plan; 12 paid holidays pro-rated to the number of hours you are designated to work; and a fun, fast-paced, positive work environment with excellent coworkers.

COMMITMENT TO DIVERSITY EQUITY AND INCLUSION

We recognize the diversity in our community, and we see the strengths and gifts that each member of the community brings to the shared work of deep sustainability. We are working towards a future where the land and communities of San Mateo County are healthy and resilient in the face of climate change, the connection between people and the land is strong, and people throughout our community equitably share the benefits of and connection to natural resources. We are growing and learning in this space and have developed a strategic plan to intentionally work toward that future. Before applying, please review our [Diversity, Equity, Inclusion, and Justice Plan](#). To support our staff, the RCD offers paid time to attend affinity groups and professional development opportunities. The RCD is an equal opportunity employer.

APPLICATION INFORMATION

To apply email a cover letter, resume, and three references combined into a single attachment to Amy Kaeser, Habitat Enhancement Program Director, at jobs@sanmateoRCD.org with the subject "Biological Monitor." Applications will be accepted through **May 5, 2025**. In your resume or cover letter, please provide species handling/survey experience and previous agency approvals for biological monitoring and/or handling sensitive species, as applicable. If selected for an interview, applicants will be asked to submit a driving record. First-round interviews are expected to be held mid-May. The RCD is an equal opportunity employer.

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