
Senior Botanist

Location: Eureka, CA

SHN is seeking a Senior Botanist with experience in wetland science to join our Eureka-based biology team. The person filling this position will lead protocol-level surveys for special status plant species and sensitive natural communities; conduct wetland delineations (coastal, state, and federal); assess project impacts to sensitive biological resources, prepare technical reports, develop and implement mitigation and restoration plans; monitor restoration projects; coordinate with federal, state, and local agencies; and assist with permit acquisition and environmental compliance.

Compensation & Benefits:

- Wage range is commensurate with experience, approximately \$38.00 - \$50.00/hour, 32-40 hours/week anticipated
- [Comprehensive benefit package](#)
- Flexible work schedule
- Live, work, and play in the beautiful rural communities of Northern California

What are SHN's minimum qualifications?

- B.S. degree in Botany, Biology or closely related field from accredited university or college
- 6 years of botany experience conducting field work in or adjacent to northern California
- 3 years of technical report writing experience
- Extensive knowledge of plant taxonomy and natural community ecology
- Excellent field identification skills with plants of the north coast region, particularly special status plants
- Experience identifying and writing about natural communities of the region, particularly sensitive natural communities as described in the *CNPS Manual of California Vegetation*
- Experience utilizing the *CDFW-CNPS Protocol for the Combined Vegetation Rapid Assessment and Relevé Field Form* for identifying and describing sensitive natural communities
- Experience with the CNDDDB, BIOS, and Survey of California Vegetation Classification and Mapping Standards
- Experience conducting protocol-level focused and floristic botanical field surveys as described in *Protocols for Surveying and Evaluating Impacts to Special Status Native Plant Populations and Sensitive Natural Communities*, or experience conducting such botanical field surveys under the direction of an experienced botanical field surveyor
- A thorough understanding of federal, state, and local statutes and regulations related to plants, plant collecting, and technical reporting
- Broad-based knowledge of California Environmental Quality Act (CEQA) and National Environmental Protection Act (NEPA) compliance
- Experience analyzing, describing, and reporting on the impacts of projects on native plant species and sensitive natural communities
- Experience writing and designing planting-plans
- Strong computer skills including Microsoft office and field GPS/GIS
- Authorization to work in the U.S. without sponsorship
- Valid driver's license and satisfactory driving clearance

What additional knowledge and experience is preferred?

- M.S. degree in Botany, Biology or similar field from accredited university or college
- Certified Botanist or Certified Wetland Scientist
- Biological services consulting experience
- Project management experience including budget tracking
- Proposal development experience
- 2 years of professional experience identifying the three wetland parameters under USACE Wetland Delineation Manual
- Extensive knowledge and understanding of wetland ecology
- Understanding and familiarity with the California Coastal Act and associated coastal regulations
- Experience writing and designing mitigation and restoration projects and/or has a Certified Ecological Restoration Practitioner (CERP) certification.

What are the essential responsibilities?

- Conduct agency directed protocol-level botanical surveys
- Conduct habitat assessments including database searches, literature reviews, fieldwork, and consultations with jurisdictional agencies
- Assist in conducting wetland delineations using knowledge of hydrophytic vegetation, hydric soils, and wetland hydrology
- Identify and map jurisdictional wetland boundaries subject to federal, state, and local regulations
- Assess project impacts on biological resources, including special status plant species and habitats, including Environmentally Sensitive Habitat Areas (ESHA), and determine appropriate conservation and mitigation measures
- Apply broad based knowledge of the Clean Water Act, Federal Endangered Species Act, California Endangered Species Act, and California Coastal Act
- Prepare technical reports with the knowledge of California Environmental Quality Act (CEQA) and National Environmental Protection Act (NEPA) compliance.
- Ability to work multiple field days outside in inclement weather performing biological investigations, wetland delineations, restoration monitoring, and construction monitoring activities
- Synthesize data, write reports, and communicate results clearly

To Apply

Send application materials to SHN-Hire@shn-engr.com. Please clarify in your resume and/or cover letter your experience with protocol botanical surveys, habitat mapping, relevé and rapid assessment, wetland delineation, and technical report writing. All inquiries will remain confidential.

SHN is proud to be an Equal Opportunity Employer and values workplace diversity.

