



Senior Biologist

Locations: United States-California-Chico, United States-California-Petaluma, United States-California-San Francisco, United States-California-Redding, United States-California-Nevada City, United States-California-Rocklin, United States-California-Walnut Creek; United States-California-Sacramento

Grounded in safety, quality, and ethics, our experts lead their fields and guide our work with rigor, a creative spirit, and vision for growth. We draw from more than 20 technical specialties around the globe and are committed to fostering an inclusive community of diverse talents, backgrounds, and expertise. We're a place to apply your passion and collaborate with top environmental talents on work that's critical to our clients and the communities they support. Join a team that has the environment down to a science.

Your Opportunity

Stantec is seeking a highly motivated Senior Biologist for variety of assignment related to the inventory and evaluation of biological and other natural resources for our clients in the public and private sectors. You will work in a highly dynamic team environment with other biologists/ecologists/water resource specialists, and land planning and regulatory experts on a wide variety of projects and tasks in Northern California and the West Coast. This position will include opportunities for both field and office work. As a Senior Biologist, you may also lead and mentor junior team members.

Your Key Responsibilities

- Manage and coordinate tasks and projects according to approved scopes of work, and deliver quality reports on schedule and within budget;
- Interact and interface with environmental regulators, and presents results;
- Assignments/projects are advanced and complex in nature and require the application of a science-based approach from a mature knowledgebase;
- Responsible for planning and conducting assignments/ projects having broad scope for independent accomplishment and coordination of difficult tasks;
- Develop, manage, and implement projects related to wetlands, biophysical impact assessments, environmental assessments, and regulatory approvals;
- Provide input to the career development of more junior staff, including training recommendations, coaching and mentoring;
- Provide senior technical advisory relating to natural science and biology on multidisciplinary projects;
- Applies technical and business knowledge and methods to develop creative, effective, and economical solutions to address current and potential project issues;
- Assists in analyzing current and emerging technical issues, and implementing actions to proactively address market, business, regulatory, and/or economic issues;
- Executes specific technical tasks or requirements for medium to large projects;
- Contribute to project teams, assist and coordinate field staff and project managers undertaking transportation, water, renewable energy, oil and gas, and other development related projects;
- Manage field tasks, such as breeding bird surveys, vegetation community assessments, wetland delineation and classification, sensitive species and surveys;
- Manage, plan, prepare and review technical reports or sections of larger environmental documents (e.g., CEQA/NEPA documents);
- Qualifies as a Quality Reviewer and undertakes Quality Reviews of moderate to large deliverables;
- Contribute to and lead business development activities, including proposals, pre-qualifications, and relationship building with clients and prospective clients and industry colleagues;
- Manage communications and deliverables required for obtaining Lake or Streambed Alteration Agreements (LSAA) (Fish and Game Code Section 1602), Clean Water Act Section 401 Water Quality Certifications, and Clean Water Act Section 404 Permits;



- Review design and construction plans for consistency with permits and review and process amendments as required;
- Review preconstruction surveys, protocol surveys, monitoring, plans, species relocation, monthly/annual compliance reporting, jurisdictional delineations, and construction notifications;
- Perform species-specific trainings;
- Perform field audits and assist with managing field staff;
- Assess and resolve compliance concerns;
- Assist in performing construction schedule analyses

Your Capabilities and Credentials

- Proficient in and consistently demonstrates and promotes policies and procedures for HSSE, including client-specific training (if applicable).
- Advanced skills in technical writing.
- Skilled in communications and technical information exchange with clients, engineers and scientists, government regulators and agencies, and academia, as well as non-technical communication to the public.
- Disciplined approach to project execution and technical excellence.
- Ability to provide written and verbal direction on project delivery.
- Shows leadership in striving to continuously improve technical performance.
- Champions new ideas and initiatives, and creates an environment that supports creativity and innovation.
- Builds and maintains productive professional and personal networking relationships.
- Drives collaborative efforts within the region and beyond to deliver consistent, high quality and appropriately scoped technical work.
- At least five years of experience successfully executing technical aspects of complex projects.
- Proficient in MS Office applications

Education and Experience

- Bachelor's degree in Biology, or related field.
- Minimum 10 years related experience, or an equivalent combination of education (e.g., advanced degree) and experience.
- Professional designation (Certified Wildlife Biologist) and or species handling permits are preferred
- GIS experience preferred.
- Prior to employment with Stantec, this position will require the successful passing of a physical exam and/or drug screen.
- Must have a good driving record and valid Driver's License

Typical office environment working with computers and remaining sedentary for long periods of time. Field work may include exposure to the elements including inclement weather. Ability to lift and move items and equipment up to 50 lbs.

This description is not a comprehensive listing of activities, duties or responsibilities that may be required of the employee and other duties, responsibilities and activities may be assigned or may be changed at any time with or without notice.

Stantec is a place where the best and brightest come to build on each other's talents, do exciting work, and make an impact on the world around us. Join us and redefine your personal best.

Vaccine Policy: Beginning December 8, 2021, Stantec requires North America employees in many positions to be fully vaccinated against COVID-19 except those for whom a reasonable accommodation has been granted because a medical reason or a sincerely held religious belief, as required by law.



Stantec provides equal employment opportunities to all qualified employees and applicants for future and current employment and prohibit discrimination on the grounds of race, color, religion, sex, national origin, age, marital status, genetic information, disability, protected veteran status, sexual orientation, gender identity or gender expression. We prohibit discrimination in decisions concerning recruitment, hiring, referral, promotion, compensation, fringe benefits, job training, terminations or any other condition of employment. Stantec is in compliance with local, state and federal laws and regulations and ensures equitable opportunities in all aspects of employment. EEO including Disability/Protected Veterans

To apply directly please click [HERE](#).