Unique Opportunity
This is an outstanding opportunity to work with talented and passionate individuals and to grow with an agency that believes in nurturing talent and developing long-term career success. We welcome the opportunity to increase diversification, encourage and embrace differences within our Agency.
The Santa Clara Valley Habitat Agency was formed in May 2013 and has a major role in implementing the awarding winning Santa Clara Valley Habitat Plan (Habitat Plan), which was developed by the Santa Clara Valley Transportation Agency, Santa Clara Valley Water District, County of Santa Clara, and the Cities of Gilroy, Morgan Hill, and San Jose. The Habitat Plan covers about 2/3 of the area of Santa Clara County. The Habitat Plan provides streamlined state and federal permitting for public and private projects, while offering a comprehensive and effective way to address impacts of those projects on endangered and threatened species and their habitats. The most significant role of the Habitat Agency is to acquire and manage a Reserve System that will serve as mitigation for project impacts and contribute to the recovery of the species covered by the Habitat Plan.

The Habitat Agency is responsible for executing the requirements of the Habitat Plan, the permits, and the Implementing Agreement. The Habitat Agency coordinates with science advisors, outside consultants, and other land management agencies to ensure adequate and coordinated Habitat Plan implementation. The Habitat Agency includes, as part of staff or contract resources, a network of scientists, administrators, and other specialists that oversee and carry out planning and design, habitat restoration, monitoring, and adaptive management programs. The Habitat Agency is a Joint Powers Authority (JPA) composed of the Cities of Gilroy, Morgan Hill, and San Jose, and Santa Clara County. The JPA is limited to the four participating jurisdictions because the Joint Exercise of Powers Act requires that a JPA can only exercise powers held by all the participating agencies. Of the participating agencies, only the four jurisdictions have the authority to adopt the Habitat Plan fees. Because all the Permittees are responsible for implementing the Habitat Plan, all the Permittees have a role in the Habitat Agency.
The Plan was developed in association with the US Fish and Wildlife Service and the California Department of Fish and Wildlife. Under the Endangered Species Act and the California Natural Community Conservation Planning Act, the approved Plan is a 50-year permit that authorizes incidental take of listed species. In addition to obtaining take authorization for each local partner’s respective activities, the cities and County will be able to extend take authorization to project applicants under their land use jurisdiction.

Covered activities in the Plan include seven general categories:

» Urban development
» In-stream capital projects
» In-stream operations and maintenance
» Rural capital projects
» Rural operations and maintenance
» Rural development
» Conservation strategy implementation through acquisition of new open space (approximately 33,500 acres) and enhanced protection of existing open space (approximately 13,500 acres) for the benefit of covered species, natural communities, biological diversity and ecosystem function. The strategy also includes extensive wetland creation and restoration projects as well as conditions on new public and private sector activities.
The Community and Region

The Santa Clara Valley Habitat Agency is in Morgan Hill, California in an area known as the South Bay, which includes Santa Clara County and the most populous city in the Bay Area, San Jose. Morgan Hill and the cities nearby boast an immense choice in outdoor activities from cycling and hiking to boating and fishing. The region is home to many fine wineries and craft beer establishments as well as being less than an hour from many beach destinations. Being in the south end of Silicon Valley also allows for a community with many leaders in innovative industries that play a part in the diverse economic growth of this region along with a strong community of farmers and ranchers who are dedicated to the land and maintaining its natural beauty for generations to come.

The Ideal Candidate

The ideal candidate possesses a thorough knowledge of restoration functions, projects, and activities. This is difficult and complex professional work which includes resource management and stewardship of properties, overseeing contractors and consultants engaged in restoration, and inspecting completed work and work in progress. The successful candidate will have a background in restoration ecology, landscape architecture, botany, or a related field, and a thorough understanding of soils, hydrology, and other physical and biological processes related to restoring upland, aquatic resource, and riparian habitats. A premium will be placed on candidates with strong interpersonal skills, an understanding of complex group dynamics, proven project management experience, and exemplary people development and leadership abilities. A collaborative professional who seeks a participatory team environment and fast-paced, challenging work will find this position rewarding.
Current Projects and Opportunities

» Pacheco Creek Wetland Restoration and Sycamore Alluvial Restoration
» Calero Pond Wetland Restoration
» San Felipe Creek Restoration Project
» Coyote Ridge Seep Investigation and Restoration Preliminary Design
» Coyote Creek Floodplain Restoration
» Pajaro River Restoration
» Coordinating scientific research with area experts
» Assist with land management actions within the Reserve System currently nearly 7,000 acres in size
» Development of habitat restoration protocol and prioritization process for the Habitat Agency
The Position

The Senior Restoration Ecologist will be providing support for the enhancement, restoration/revegetation of upland and aquatic resource projects, and working in a team setting, collaborating with botanists, wildlife biologists, soil scientists, geomorphologists, landscape architects, hydrologists, engineers, and planners. The Senior Restoration Ecologist will provide technical support for habitat restoration projects including feasibility assessments, conceptual and detailed design, construction oversight, and maintenance and performance monitoring. The Senior Restoration Ecologist will also lead and support business development efforts including client outreach and lead generation, and proposal preparation. Enhancement and restoration work supports the conservation and recovery of 18 species covered by the Habitat Plan including rare plants (e.g. Mt. Hamilton Thistle, Most Beautiful Jewelflower, and Santa Clara Valley Dudleya), wildlife (e.g. Bay Checkerspot butterfly, California tiger salamander, and California red-legged frog) and vegetation communities (e.g. serpentine bunchgrass grassland and seasonal wetland).

Examples of Essential Duties:

» Apply scientific principles, procedures, practices, and theories to water quality, fisheries, wildlife, vegetation, road maintenance and construction, culvert installation and replacement, environmental permitting, and resource conservation and restoration.

» Assist Principal Land Management Specialist with activities associated with management of the Habitat Agency reserve system.

» Participate in the development and implementation of goals, objectives, policies, and priorities for the Habitat Agency.

» Participate in the development and administration of budgets for assigned function; forecasts funds needed; monitors and approves expenditures; recommends adjustments, as needed.

» Oversee all restoration construction projects.

» Oversee research regarding site conditions, protection, and restoration; surveys field sites and analyzes environmental impacts of projects; and implements restoration projects.

» Oversee the development of requests for proposals and bid processes for restoration services. Recommend awarding of projects and administer resulting contracts.

» Review and direct grant application submittals for habitat restoration and Habitat Plan covered species focused projects.

» Supervise and administer grant projects and address grant issues.

» Attend and participate in professional group meetings, stay abreast of new trends and innovations in the field of long-range and environmental planning, restoration, and other related areas.

» Monitor changes in laws, regulations, and technology that may affect area of assignment.

» Interpret and explain rules, regulations, and procedures; answer questions, and resolve concerns related to restoration and land management.
Regionally, the Habitat Plan benefits the environment by protecting, enhancing, and restoring valuable natural resources in Santa Clara County and contributing to the recovery of threatened and endangered species. At full plan implementation, the Reserve System will protect an estimated 46,920 acres for the benefit of covered species, natural communities, biological diversity, and ecosystem function.
Qualifications

» B.S. in restoration ecology, biology, botany, landscape architecture, environmental science, or related field

» Minimum of 5+ years of experience with a focus on habitat restoration

» Experience with restoration and re-vegetation techniques

» Ability to identify non-native species and provide guidance on adaptive management and weeding techniques/herbicide application and timing

» Experience preparing technical studies and/or conceptual and detailed design plans for habitat restoration projects

» Experience preparing Habitat Mitigation and Monitoring Plans to support permitting

» Experience collecting, organizing, and analyzing field data

» Strong organizational, communication, writing, and analytical skills

» Proven ability to work as part of a multidisciplinary team

» Demonstrated experience in proposal and budget preparation

» Demonstrated business and client development experience

» Public speaking and presentation experience, including participation in project interviews

» Proficiency in MS Office Applications (Word, PowerPoint, Outlook, Excel, and Teams)

» Current U.S. driver’s license

Desired Additional Qualifications

» Preferred 10+ years of experience

» M.A. or M.S. in environmental science, biology, botany, landscape architecture, or related field

» Experience overseeing implementation including hydroseeding, seeding, container planting, staking, and herbicide application

» Experience in performing CRAM surveys

» Experience driving 4x4 vehicles on ranch roads
Why you want to work at SCVHA

» On the front lines of endangered species conservation and climate adaptation work
» Exemplary staff dedicated to natural resource conservation
» Exciting and dynamic work environment
» Cutting edge conservation work
» Daily contribution to projects which improve sustainability and resiliency for our communities and natural lands
» Support membership with peer organizations and professional development
The annual salary range is **$120,000 - $140,000** dependent on qualifications. Salary is supplemented by an attractive benefits package that includes: 100% of the cost of medical, dental & vision insurance for you and your family covered; 100% employer-funded 401(k) program; hybrid work schedule with up to 3 days a week working from home; 6 weeks of Paid Time-Off (PTO); and 14 holidays and 1 floating holiday. In addition, a basic life insurance policy is provided at 100%, and tuition reimbursement is made available for relevant study courses.
Application

This position is open until filled. To be considered for this exceptional career opportunity, submit your application that includes résumé, cover letter, a list of six work-related references (two supervisors, two direct reports, and two colleagues, who will not be contacted in the early phases of the process), and responses to the two Supplemental Questions below by the first resume review date of Monday, April 25, 2022. Résumé should reflect years and months of employment, beginning/ending dates.

Supplemental Questions (No more than two pages)

1. Why do you want to work for the Habitat Agency and what strengths do you bring to the position that will help us achieve our mission of endangered species recovery and habitat restoration and enhancement?
2. Please describe a challenging restoration project that you lead that involved numerous stakeholders and multiple permits to proceed?

Please go to our website to submit your application: https://www.cpshr.us/recruitment/1983

For further information contact:
Pam Derby
CPS HR Consulting
(916) 263-1401
E-mail: pderby@cpshr.us
Website: www.cpshr.us

Selection Process

Résumés and letters of interest will be screened in relation to the criteria outlined in this brochure. Candidates deemed to have the most relevant qualifications will be invited to interview with the consultant, following which, the most qualified candidates will be referred for interviews with SCVHA. An appointment to the position will be made following comprehensive reference and background checks to be coordinated with the successful candidate.