HELIX Environmental Planning, Inc. (HELIX), a growing, employee-owned California-based environmental consulting and planning firm, is seeking a motivated **Biologist** with critical thinking skills and a strong work ethic to join one of our San Diego office locations (Carlsbad or La Mesa), California. HELIX provides CEQA/NEPA, biological, cultural resource management, habitat restoration, regulatory permitting, environmental compliance monitoring, acoustics and noise control, air quality and greenhouse gas, and GIS services to both the public and private sectors.

Why work for HELIX? We are an employee-owned firm, hard-working with a casual and collaborative work environment. Our employees describe us as **Client-focused, Caring, Team-oriented, Focused on Integrity, and Flexible**. In addition to our competitive benefit package, we have robust, award-winning wellness and community volunteer programs and much more! We are excited to meet you!

**Duties may include:**

- Conducting or leading biology surveys, including vegetation mapping, habitat assessment, rare plant surveys, jurisdictional delineations, and/or focused species surveys.
- Conducting or leading biological monitoring for construction and restoration projects.
- Drafting or leading preparation of due diligence/constraints reports, focused survey reports, jurisdictional delineation reports, annual monitoring reports, restoration/mitigation plans, regional conservation plan consistency documents (e.g., NCCP/HCP, MSCP, MSHCP, etc.) and biological technical reports, including impact analysis and mitigation measures for multiple jurisdictions (e.g., cities, counties, special districts, etc.).
- Assisting project managers with preparation of regulatory permit applications and supporting materials to include responses to comments and requests for additional information.
- Maintaining accurate field notes and maps, project files, work logs, etc.
- Providing high quality work products on schedule and within budget.
- Participating in business development by keeping resume current, doing a great job on projects, and looking for possible leads for new work.
- Preparing or assisting project managers with proposals and augments for private and public projects.
- Assisting project manager with preparation for (or attendance at) project interviews.

**Minimum Requirements:**

- Bachelors degree or equivalent in an environmental science, biology or related field (degree in biochemistry or microbiology not acceptable)
- Five (5) years of experience (outside of academic requirements) as a professional biologist, preferably with an environmental consulting firm
- Candidates must demonstrate excellent communication skills, including using creativity and analytical skills to develop solutions for project challenges
- Demonstrated experience leading vegetation mapping, habitat assessments, and other fieldwork as a consulting biologist
- Demonstrated experience assisting with or leading rare plant surveys, focused species surveys, and/or jurisdictional delineations as a consulting biologist
- Experience with the preparation of biological reports for California Environmental Quality Act (CEQA) compliance as a consulting biologist
• A positive attitude, strong work ethic and a team player
• Demonstrated expertise in the identification of Southern California flora and fauna
• Experience with field data collection methods and equipment
• Proficient in Microsoft Word and Excel
• Must be able to hike long distances over varying terrain under varying weather conditions
• Valid California Driver’s License with a clean driving record over the last 3 years

**Additional skills considered a plus:**

• A Master’s degree or higher in biology, natural resources, or related field
• Permits to conduct focused surveys for Southern California special-status flora and fauna
• Experience with the Multiple Species Conservation Program (MSCP), Multiple Habitat Conservation Program (MHCP), and/or Western Riverside County Multiple Species Habitat Conservation Plan (MSHCP)
• Experience conducting California Rapid Assessment Method (CRAM) analyses
• Experience with preparing Clean Water Act (404/401) and California Fish and Game Code (1600) permit applications and/or Federal/State Endangered Species Act documentation
• Experience finding solutions to complex biological project constraints and presenting recommendations to clients
• Experience mentoring other biologists, with environmental compliance monitoring during construction, and/or with native habitat restoration

HELIX is an equal opportunity employer, and we encourage all qualified applicants to apply regardless of gender, race, religion, national origin, sexual orientation, disability, age, family status, or veteran status.

Qualified candidates must apply through our HELIX website at the following link: