



Point Blue Conservation Science (*formerly PRBO*)
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Conservation Science for a healthy planet.

Point Blue Conservation Science JOB ANNOUNCEMENT

Job Title: Partner Biologist, Scientist II

Program: Working Lands

Location: Three partner biologist positions are open in the following NRCS Field Offices: Escondido (San Diego County), Sonora (Tuolumne County) and Ukiah (Mendocino County). The Point Blue Headquarters office is located in Petaluma, California.

Compensation & Benefits: This is a three year term position. A full time exempt position with a competitive benefits package including employer paid Medical and Dental and many other benefits for staff.

About Point Blue:

Point Blue advances conservation of biodiversity and ecosystems through innovative research, restoration, outreach and extensive partnerships. Our highest priority is to reduce the impacts of habitat loss, climate change and other threats to biodiversity and people, while promoting adaptation to the changes ahead. Point Blue achieves this by conducting research and developing and communicating science-based solutions to mitigate the negative impacts of these changes. Because of our work today, healthy ecosystems will continue to support thriving biodiversity and human communities in California and beyond, on land and at sea.

Position Summary:

The Working Lands Partner Biologist is a partnership position between the USDA Natural Resources Conservation Service (NRCS) and Point Blue Conservation Science that focuses on providing *value-added* delivery of wildlife conservation programs on working lands through USDA Farm Bill, Wildlife Conservation Board (WCB) and other federal and state funding programs. The Partner Biologist will actively participate with NRCS Field Conservationists, working lands producers, and other resource professionals in the development of ranch, farm, and forestry conservation and grazing plans, including resources assessments, conservation practice design, implementation and monitoring. In particular, they will seek to expand the adoption of prescribed conservation practices under NRCS Farm Bill and WCB habitat conservation programs. The Partner Biologist will also be involved with assessment and monitoring of conservation practices that have been applied on those working lands. This position will provide technical assistance with the NRCS field conservationists to working lands producers whose

primary focus is on the implementation of conservation in mountain meadow, forest, rangeland and intensive agricultural habitats (working lands).

Essential Functions:

- Build trust with and enroll working lands producers into conservation programs through Farm Bill, WCB, and other federal, state, and local programs.
- Provide technical assistance and program support to NRCS Field Conservationists and working lands producers on habitat conservation practices (e.g. EQIP, CSP, WRE, CDFA Healthy Soils, Point Blue's WCB program, etc.)
- Develop technical proficiency in the use of NRCS Conservation Planning process and NRCS technical tools such as Web Soil Survey, Ecological Site Descriptions, Wildlife Habitat Evaluations, Rangeland Health Assessments, Protracts, Conservation Desktop and the Conservation Assessment Ranking Tool, and Stream Visual Assessment Protocol2.
- Initiate and sustain cooperative working relationships with working lands producers, NRCS, other federal, state and local agencies, tribes and other under represented groups, conservation groups and other resource professionals.
- Provide technical support for the incorporation of biodiverse habitat considerations and climate-smart conservation principles into producers' conservation plans.
- Identify and assist with the development of biodiverse habitat related education and outreach materials and deliver these materials at conferences, workshops and workshops.
- Conduct standardized sampling of soils, plants and wildlife, especially birds through Point Blue's Rangeland Monitoring Network. Adhere to best practices in data management and data analysis.
- Provide fish and wildlife habitat evaluation, management, restoration, and monitoring related training, workshops, and field sessions to NRCS Field Conservationists, working lands producers, and other conservation partners.
- Ensure conservation practice implementation is NEPA or CEQA compliant, and in some cases consult with CDFW or USFWS.

Experience, Knowledge, Skills and Abilities:

- At least 2 years' experience in working with planning, design, assessment, management, restoration, and monitoring of fish and wildlife habitat on private, public, or tribal lands.
- Strong working knowledge of the flora and fauna of the range and forest lands of California, especially those in proximity of or on working lands.
- BA/BS degree or equivalent experience in an agriculture, forestry, or conservation related field, preferably wildlife biology, range, soil science, hydrology, animal science, agronomy, or forest ecology.

- Working experience and knowledge of USDA Farm Bill Conservation Programs or CDFA programs.
- Prefer experience and understanding of cropland, range and forest management principles and implementation of grazing management systems that are beneficial to both domestic livestock and fish and wildlife resources.
- Knowledge of local agriculture and related conservation and cultural practices is desirable.
- Knowledge and experience working with hydrology or riparian restoration is a plus.
- Self-starter, with strong organizational skills, with the ability to multitask and prioritize objectives and tasks daily, as well as long term.
- Attention to detail and exceptional follow-up skills are critical.
- Strong communication skills (oral, written, and presentation) are required.
- Strong interpersonal skills, proven ability to work collaboratively and remain flexible under pressure.
- Ability and desire to work with a diverse group of people including, state, federal, tribal, and non-government resource professionals, working lands producers, and the general public.
- Excellent computer skills (Microsoft Office Suite, GIS mapping software and Internet) are required.
- Ability to traverse various terrains on foot.

Compensation:

Compensation for this position is \$66,560-\$72,552 annually. Salary is based on qualifications and internal equity.

Benefits:

Point Blue provides a comprehensive benefit package including employer paid medical and dental for staff and 75% for dependents including domestic partners. Other benefits include long term care insurance, optional vision, life insurance, short term and long term disability, flexible spending account, and a 401k plan with an employer discretionary match.

How to Apply:

*Please fill out this [form](#). You will be asked to upload a resume and a 1 page cover letter explaining your interest and qualifications. If you experience issues with the application form, please contact beyestone@pointblue.org. For additional information about Point Blue and highlights of current programs, see www.pointblue.org. **Application Deadline: Sunday, November 5, 2023.***

Point Blue is an equal employment opportunity employer and does not discriminate against applicants or employees because of race, color, religion, national origin, sex, age, sexual orientation, citizenship status, disability status, membership or application for membership in a uniformed service, or membership in any other class protected by applicable law and will make reasonable accommodation for applicants with disabilities, who are otherwise qualified, to complete the application and/or participate in the interview process.

Brief Description of USDA Natural Resources Conservation Service Field Office locations:

Ukiah:

The Mendocino County USDA-NRCS Field Office is in Ukiah, California. It serves the entire County. The county is located on the North Coast of the state of California. It is about 2 hours north of San Francisco on Highway 101. It has a total area of 3,878 square miles (10,040 km²) or 2.482 million acres, of which 3,506 square miles (9,080 km²) (90.4%) is land and 372 square miles (960 km²) (9.6%) is water. As of the 2020 census, the population was 91,601. The county seat is Ukiah. Mendocino County borders the Pacific Ocean on California's North Coast. The county is located halfway between San Francisco and the Oregon border, and boasts redwood forests, wineries, breweries, and remote, untouched coastline. It is known for its natural beauty, from the smallest to the tallest Redwoods in the world, to glass-bottom beaches and the only oceanfront botanical gardens in the USA. Elevation goes from sea level along the entire western border to nearly 7000 feet in the Mendocino National Forest in the northeast corner of the county.

Mendocino County, CA has a mild and temperate climate throughout the year, with cool, wet winters and warm, dry summers. The average annual precipitation is between 25 and 45 inches. The average low temperature in winter is around 35 degrees Fahrenheit, while the average high temperature in summer is around 70 degrees Fahrenheit. Rainfall is most common during the winter months while thunderstorms can occur during the spring and fall. Summers are generally dry and hot, making Mendocino County an ideal place for outdoor activities like hiking or biking in the nearby redwood forests. It gets about 45 inches of rain, on average, per year.

It only averages 1 inch of snow per year.

Mendocino County has a long history of winemaking which dates to the mid-1800s when the first Italian immigrants settled the green hillsides. The deeply rooted winegrowing community of farmers share a common passion for growing quality grapes, stewarding the land and producing outstanding wines. There are 107 wineries in the County. The top 10 agricultural crops are wine grapes \$84,484,842 timber \$67,128,681, Cattle and calves \$18,453,440, pears \$10,745,343, commercial fishing, \$9,062,051, pasture. \$ 6,849,810, rangeland \$ 3,919,200, and nursery \$ 1,821,000.

Sonora:

The Sonora Local Partnership Office is in Sonora, California. This position will work closely with the NRCS Jackson Field Office in Jackson, CA. Tuolumne County officially the County of Tuolumne, is a county located in the U.S. state of California. As of the 2020 census, the population was 55,620. The county seat and only incorporated city is Sonora. The county is in the Sierra Nevada foothills and mountains, about miles east of San Francisco on Highway 108 . The northern half of Yosemite National Park is located in the eastern part of the county.

Gold was discovered in Tuolumne County in 1848, and like many areas in California's Gold Country, this brought thousands of prospectors, who founded such Gold Rush towns as Columbia, Jamestown (then called "Jimtown") and Sonora, all of which remain today. Sonora was named the county seat in 1850, when Tuolumne became one of the state's original counties. With advances in mining equipment, a second Gold Rush occurred in the 1890s, but by then the riches of the county began to extend beyond all that glitters. In the vast Sierra Nevada forests to the east, timber became a significant commercial commodity and led to the establishment of such present-day towns as Twain Harte and Tuolumne City. Timber, cattle ranches and apple orchards also evolved into viable entities contributing to the area's economy. And now due to breathtaking natural views and Me-Wuk Tribal history traced back several thousand years , tourism has become an important part of this growth. With its beautiful, varied scenery and colorful past, the diversity of Tuolumne County has provided settings for more than 300 movies, television shows and commercials filmed there since 1919.

The county has a total area of 2,274 square miles (5,890 km²), of which 2,221 square miles (5,750 km²) is land (97.6%) and 54 square miles (140 km²) (2.4%) is water. A California Department of Forestry document reports Tuolumne County's 1,030,812 acres (4,171.55 km²) include federal lands such as Yosemite National Park, Stanislaus National Forest, Bureau of Land Management lands, and Indian reservations. Notable landforms in the county include Table Mountain. The lowest elevation in the western foothills is about 300 feet about sea level and the highest elevations are 9941 feet near Sonora Pass on Highway 108 and 9941 feet near Tioga Pass on Highway 120. The tallest peaks in Tuolumne County, Mount Lyell, Mount Dana, Kuna Peak, and Mount Maclure reach over 13,000 feet in elevation and lie in Yosemite National Park.

Tuolumne County, CA is known for its mild Mediterranean climate and sunny days. The county experiences hot, dry summers and cool, wet winters with high levels of snowfall in the Sierra Nevada mountains. During the summer months it is common for temperatures to reach into the 90s Fahrenheit during the day and drop to 50s Fahrenheit at night. During the winter months, temperatures typically range from the 20s to 40s Fahrenheit during the day, while nighttime temperatures may dip into single digits or lower. Rainfall averages about 25 inches

per year in the lower elevations, and 40 or more in the upper elevations, mostly falling during winter months. It averages 63 inches of snow per year.

Escondido:

The USDA-Natural Resources Conservation Service Field Office is in Escondido, California. San Diego County, officially the County of San Diego (Spanish: *Condado de San Diego*), is a county in the southwestern corner of the U.S. state of California. As of the 2020 census, the population was 3,298,634, making it California's second-most populous county and the fifth-most populous in the United States. Its county seat is San Diego, the second-most populous city in California and the eighth-most populous city in the United States. It is the southwesternmost county in the 48 contiguous United States, and is a border county. It is also home to 18 Native American tribal reservations, the most of any county in the United States.

San Diego County has more than 70 miles (113 km) of coastline. This forms the most densely populated region of the county, which has a mild Mediterranean to semiarid climate and extensive chaparral vegetation, similar to the rest of the western portion of Southern California. Precipitation and temperature extremes increase to the east, with mountains that receive frost and snow in the winter. These lushly forested mountains receive more rainfall than the average in Southern California, while the desert region of the county lies in a rain shadow to the east, which extends into the Desert Southwest region of North America.

According to the U.S. Census Bureau, the county has an area of 4,526 square miles (11,720 km²), of which 4,207 square miles (10,900 km²) is land and 319 square miles (830 km²) (7.0%) is water. The county is larger in area than the combined states of Rhode Island and Delaware. It is the 9th largest county in California at just under 4.2 million acres.

San Diego County has a varied topography. On its western side it is more than 70 miles (113 km) of coastline. Most of San Diego between the coast and the Laguna Mountains consists of hills, mesas, and small canyons. Snow-capped (in winter) mountains rise to the east, with the Sonoran Desert farther to the east. Cleveland National Forest is spread across the central portion of the county, while the Anza-Borrego Desert State Park occupies most of the northeast.