



Restoration Ecologist, San Francisco Bay Area (Full-time, hybrid-remote)

H. T. Harvey & Associates, an ecological consulting firm based in Northern California, is looking for a restoration ecologist for a full-time staff-level position in the restoration ecology group in our San Francisco Bay Area office (Los Gatos, Santa Clara County). Frequent field work at restoration sites—primarily in the South San Francisco Bay Area—and some work from our Los Gatos office will be required.

Anticipated pay range for this restoration ecology staff-level position is \$67,000 to \$79,000 annually plus a generous benefits package and participation in an annual incentive bonus program. Actual compensation within the range will be commensurate with experience and qualifications.

About the H. T. Harvey & Associates restoration ecology team

Our ecologists have been working on restoration projects in the San Francisco Bay Area for decades and have unparalleled expertise with the region's habitats, species, and regulatory environment. We are a highly-collaborative group that provides training and mentorship and actively encourages professional growth opportunities. Most projects involve cooperative work with experts in our wildlife, plant and wetland, and aquatic ecology teams as well as with our landscape architect studios and GIS group. Additional staff expertise includes rangeland management, soil science, and arboriculture. Much of our work involves close collaboration with project partners such as restoration hydrologists, engineers, and restoration contractors, and our team members have the opportunity to interact with a range of experts outside the firm as well as internally.

What it's like to work with us

Over the course of a typical week, H. T. Harvey & Associates restoration ecologists spend time both in the field and in the office. Field work includes: collecting baseline information to support restoration planning; performing field monitoring of restoration maintenance activities; and conducting post-construction restoration monitoring. In the office, restoration ecologists contribute to and write restoration plan documents; participate in multi-disciplinary restoration planning meetings with senior staff; craft restoration site maintenance recommendations; analyze post-restoration ecological monitoring data; and contribute to annual long term monitoring reports.

What are some of the important projects that the H. T. Harvey & Associates restoration group works on in the San Francisco Bay Area?

Our company's mission is to help clients address their complex ecological challenges. As a result of our more than 50-year history in the region and the recognized local and unique expertise of our staff, our restoration group works on a variety of interesting and challenging projects. For example, we are:

- Working on riparian/river restoration projects, including restoration design and research on the vulnerable Sycamore Alluvial Woodland habitat in the Bay Area, as well as creative integration of riparian forest restoration with flood protection projects.
- At the cutting edge of designing ecosystem adaptations to sea level rise throughout the San Francisco Bay, working on multi-benefit projects that restore Bayland habitats for threatened and endangered species, and assisting with the integration of Bayland habitat restoration with flood protection.
- Designing freshwater and pond restoration projects to provide habitat for the federal and state threatened California tiger salamander and for the federal threatened California red-legged frog.

- Developing innovative techniques for integrating large scale habitat restoration into urban development projects, such as tech campuses.

Competencies, skills, and experience

We aim to hire team members who strive for excellence in their everyday work, their science, and their long-term careers and interested in continually improving their scientific knowledge, learning from others, and collaborating with experts in other fields of ecology. We are looking for a candidate with:

- An M.S. (preferred) or a B.S or B.A. combined with directly relevant experience
- Direct relevant training and experience in some or all of the following: habitat restoration design; plant ecology and taxonomy; soil science; wetland and riparian ecology; hydrology; and/or statistical design and analysis
- Restoration project planning or restoration monitoring experience
- Data handling experience
- California flora identification skills
- Demonstrated exceptional technical writing ability
- Strong communication and collaboration skills
- A knack for being organized
- Ability to make field visits to project areas on short notice
- Experience or training in environmental regulations relevant to ecosystem restoration/habitat mitigation permitting

If you don't have all the items above, but have experience with a good portion of them, we still welcome you to submit your application so we can learn more about you and see if it's a good fit!

A few other nitty gritty details

This position requires the future employee to:

- Conduct field work and follow best practices for field safety
- Hold a valid driver's license with no major traffic violations or multiple minor violations
- Walk over varied terrain for surveys and work in inclement weather
- Potentially travel within California for fieldwork

How to apply

To start the application process, please submit your resume and a cover letter through our applicant portal. In your cover letter please share your thoughts about why you are applying for a restoration ecologist position, why you want to work for us, or what you want to get out of your next position, or whatever else you'd like to share that isn't obvious from your resume.

Ultimately, we'll ask for references and potentially a work sample and academic transcripts, but if you don't have them handy now, they can be submitted later.

Please combine your cover letter and resume into one file and apply through our applicant portal [here](#).

Employment Package, Benefits, and Work Culture

We strive to support employees' career goals and their health and wellness. Our employment package includes a competitive salary and personal incentive bonus as well as a generous benefits package.

Health insurance

H. T. Harvey & Associates has always placed a strong emphasis on health and wellness. At the center of these offerings is our top-notch medical coverage (Cigna PPO and Kaiser Permanente HMO plans) along with Health Savings Account (HSA) and Flexible Savings Account (FSA) options. For full-time employees who opt in to one of our plans, we cover 100% of the premiums for that employee. Additional options include 50% premium coverage for spouses, domestic partners, and children. The package also includes dental and vision coverage at no cost to the employee. Pro-rated plan options are available for those who work at least 50% time.

Retirement benefits

We offer a 401(k) plan with an employer match (an especially high percentage for a company of our size!). The plan offers nearly 50 fund choices including a notable number of socially responsible investment fund options.

Time off

In addition to paid time off, employees receive 10 more paid company holidays, including Martin Luther King Day for voluntary participation in a National Day of Service.

Professional development

We support ongoing professional development with peers and senior leadership and through external training. We encourage participation and membership in scientific and professional associations and offer presentation, poster, and publication bonuses.

Flexible work arrangements

We offer flexible scheduling options during the work week, with employees working from both company and home offices. Our goal is to facilitate collaboration and accommodate business needs while providing flexibility to employees.

About H. T. Harvey & Associates

H. T. Harvey & Associates is an ecological consulting firm based in the San Francisco Bay Area, with four offices in California and one in Hawaii. The Los Gatos headquarters office is listed as a Santa Clara County Green Business. Our core areas of expertise are wildlife ecology, plant ecology, aquatic ecology, restoration ecology, and landscape architecture. We hire people who strive to be the best in their fields and provide training, support, and work opportunities to grow their expertise. This year we are celebrating more than 50 years of cultivating excellence in our staff and work in pursuit of our mission to create ecologically sound solutions to our clients' complex natural resource challenges.

H. T. Harvey & Associates is an Equal Employment Opportunity employer. We do not discriminate based on race, religion, color, national origin, sex, sexual orientation, age, veteran status, disability status, or any other applicable characteristics protected by law. We encourage people of all backgrounds and abilities to apply.

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