



5029 La Mart Drive, Suite E
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<http://www.sawatershed.org>

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Job Announcement
Multiple Species Habitat Conservation Plan
Mammal Taxa Lead

Company Profile

The Santa Ana Watershed Association (SAWA) is a 501 (c) (3) non-profit organization dedicated to the restoration and enhancement of the natural resources in the Santa Ana River watershed located in Southern California. SAWA collaborates with many local and regional stakeholders and resource agencies to affect large-scale, science-based habitat restoration, biological monitoring and endangered species recovery. The Biological Monitoring Program (BMP) of the Multiple Species Habitat Conservation Plan (MSHCP) for Western Riverside County is responsible for monitoring 146 covered species and associated habitats as outlined in the MSHCP. At this time, we are pleased to announce an opening for MSHCP Mammal Taxa Lead. This is a full-time non-exempt position with a Monday through Friday work schedule. Benefits include an S-125 medical plan with a \$700 monthly stipend; a retirement plan with 6% employer contribution; and paid leave following a 90-day probationary period. The MSHCP BMP department fosters a talented, highly skilled and energized workforce. SAWA is an Equal Opportunity Employer that values diversity in the workplace.

Position Description:

The Mammal Taxa Lead for the Western Riverside County Multiple Species Habitat Conservation Plan (MSHCP) Biological Monitoring Program will participate in surveys for a wide variety of mammal species and will be specifically expected to oversee field crews conducting surveys for mammals currently Covered under the MSHCP. Working closely with the Monitoring Program Administrator, Biologist Supervisor, GIS Analyst, and Data Manager, the Mammal Taxa Lead will be responsible for protocol development and implementation, data collection and analysis, and report writing, with the desired outcome of meeting species-specific Conservation Objectives. The Mammal Taxa Lead will interact with staff from multiple agencies, including the Regional Conservation Authority (RCA), California Department of Fish and Wildlife, and U.S. Fish and Wildlife Service, as well as local land managers.

Duties:

- Conduct biological surveys for Covered mammal species and their habitats.
- Oversee field crews to ensure accurate and reliable collection of data.
- Oversee study design, including the development, testing and refinement of survey protocols using scientifically supported approaches.



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- Participate in, or lead, the training of field crews on data collection protocols and species identification.
- Coordinate with personnel from other agencies on field activities, data collection, and site access.
- Prepare field forms, maps and field supplies for field surveys.
- Prepare and maintain field equipment.
- Oversee data digitization procedures and perform quality control checks of collected data.
- Perform data analysis using appropriate statistical methods.
- Write reports summarizing data.
- Operate 4WD vehicles, digital equipment, computers, and lab equipment. Expected to carry a 25–30-pound backpack.
- Attend meetings and training as appropriate.

Basic Requirements:

- Knowledge of mammal fauna (preferably southern California); standard identification and survey methods, including handling and marking techniques for sensitive (including threatened and endangered) small mammals; and mark-recapture data analysis.
- Ability to design sampling strategies and population studies for a variety of mammal species.
- Three to five years of field experience conducting biological surveys, with specific emphasis on small mammal trapping and handling experience. A master's degree may be substituted for one year of the required field work.
- Experience and proficiency with Microsoft Office products and mapping programs that include ArcGIS and Google Earth.
- Ability to communicate effectively and work collaboratively with a variety of groups and individuals.
- Ability to work cooperatively with others, and independently with little to no supervision.
- Ability to lead people in the field and to direct and provide oversight of office work.
- Ability to understand and follow oral and written directions, and complete complex assignments in a timely fashion.
- Ability to keep clear and accurate notes, tabulate and analyze data, and prepare reports.
- Ability to work long days, occasional evening and over-night shifts.
- Ability to work under variable environmental conditions (e.g., rough, uneven terrain, seasonally harsh temperatures).
- Must complete training for, and be willing to use, Wilderness First Aid and CPR.
- Must maintain a valid California driver's license.

Education:

Successful completion of a full four-year course of study at an accredited college or university leading to a bachelor's or higher degree that included a major field of study in ecology, evolution, biology, botany, wildlife management or other closely related fields. Completion of at least one course in statistics. A master's degree is preferred.



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Supervision:

The Mammal Taxa Lead is a full-time hourly position that works under the direct supervision of the Biologist Supervisor.

Compensation:

Position Salary Range: \$31.93 - \$40.87 (commensurate with experience)

Employment Requirements:

- Valid state driver's license with current proof of driving record.
- Final candidate will be subject to a physical exam, drug screening test and background check.

To Apply:

E-mail (1) cover letter describing qualifications for the position and interest in SAWA (2) complete CV/resume, and (3) contact information (including phone numbers and e-mail addresses) of three references to: Jennette El Morsy at jennette@sawatershed.org. Please include "MSHCP Mammal Lead - *Your Name*" in the subject line.

Application Deadline: Open until filled. First round of application review begins **September 4, 2026**