From: Allison Luce
Subject: Job Posting: Environmental Scientist

Job Description – Environmental Scientist

FOCI: Environmental analysis, aquatic ecology, habitat restoration and fisheries monitoring, geospatial mapping and analysis
LOCATION: West Sacramento, CA

Overview: Cramer Fish Sciences (CFS) is a fisheries research consulting firm that serves throughout the Pacific Northwest and California. Our mission is to rigorously apply the scientific method to afford our clients innovative, scientifically robust solutions to address a variety of fisheries and environmental challenges. The CFS team achieves this through effective and unbiased data collection, insightful analysis and interpretation, and clear communications. The Biologist provides support for the organization by conducting field and laboratory work and data collections, data analysis and problem solving for our clients.

We are looking for an early career environmental scientist to join our team of aquatic and physical scientists. We are seeking candidates that have degrees and/or experience in fisheries, aquatic ecology, habitat restoration, hydrology and geomorphology. The selected candidate will join a growing group of scientists in our West Sacramento, California office working on projects throughout California, with a focus on the Central Valley. Ideally, we would like to find a candidate that has basic experience in ArcGIS and a desire to expand their skillset. Our group works in all aquatic environments including ponds, rivers, lakes, estuaries and deltas, so candidates with a strong understanding of these coupled hydrologic and ecologic systems are preferred.

Essential Duties and Responsibilities:

- Test hypotheses, collect data, perform statistical analyses and problem solving for various projects, studies and other assignments
- Complete research, technical writing and analysis of data related to project tasks as assigned, summarize and display data
- Perform GIS data collection, post-processing and analysis
- Hydrologic and geomorphic data collection and analysis
- Hydraulic modeling and analysis
- Environmental permitting (NEPA/CEQA compliance)
- Follow outlines provided by Project Managers to develop annual project reports including graphs and data summaries
- Perform hands on work which may include fish trapping and tagging, visual estimation techniques (e.g., snorkeling, redd surveys), collecting data on the physical environment (e.g., water quality, channel bathymetry) and taking measurements of individual specimens
- Serve as a task lead on multiple projects and guide Technicians successfully in order to help support the project work and data collection needed
- Manage logistical items such as purchasing of equipment and supplies, and assigning various duties and tasks to staff
- Attend and present at scientific meetings
- Conduct literature reviews and increase familiarity with scientific literature relevant to projects
- Perform other duties as assigned

Critical Knowledge, Skills and Abilities (required):

- Fisheries and/or Restoration Expertise: Demonstrated ability to work alone or as part of a team collecting, recording and analyzing physical and biological data sets from field and laboratory monitoring projects and experiments. Fundamental knowledge of the scientific method and its application in ecological and fisheries research. Experience designing and implementing aquatic and riparian ecosystem studies and monitoring.
- Team Leadership Skills: Within a team and Employee Stock Ownership Plan (ESOP) culture, sets personal high performance and quality standards and enables the team to be successful. Views all members of the team as critical and important and treats team members with respect and professionalism. Able to collaborate with other team members. Mentors/develops Technician team members.
- Science-Business balance. This individual should demonstrate expertise and be passionate about science, natural resources and resolving complex fishery problems. In addition, the individual should have an understanding of management and business functions to help manage CFS as a profitable business.

Personal Attributes

- Demonstrated leadership skills including ability to lead, train and supervise field crews in data collection, entry, and analysis and other aspects of project work
- Excellent verbal and written communication skills; able to express and exchange ideas
- Ability to work independently with strong organization and coordination skills
- Ability to handle multiple tasks with overlapping deadlines
- Ability to accurately interpret and follow established guidelines and procedures
- Ability to produce accurate, timely and quality work products and be accountable for meeting objectives
- Ability to work collaboratively with others to resolve problems
- Strong customer service ethic in delivery of services
- Ability to complete and/or delegate work assigned by project leaders
- Positive energy as evidenced in an optimistic outlook, a sense of humor and a disposition to encourage. Individual should be affable and someone that people generally want to be around

Desired Experience

- Environmental science experience including, stream ecology, fisheries, limnology, hydrology, geomorphology
- Data recording, management and analysis, including GIS analysis
- Experience operating boats, outboard motors, 4-wheel drive vehicles, trailers and other equipment utilized in field surveys and studies

Education/Minimum Qualifications:

- Bachelor’s degree in Fisheries, Biology or an equivalent field and 4 years of related experience or Master’s degree in Fisheries, Biology or an equivalent field and 2 years of related experience performing fisheries or wildlife studies
- Familiar with R or other standard statistical software, Arc GIS, and MS Access
- Demonstrated skills in data collection, entry, and analysis, developing graphs and communicating project methods and findings in

presentations and reports

Working Conditions and Physical Demands:

- Possible long periods of computerized data analysis in an office environment
- Must be comfortable working in the aquatic environment including working from a boat platform, swimming and wading in rivers, streams, and lakes
- Must be able to work effectively in inclement weather, including hot, cold, rain and fog conditions
- Working irregular hours (including weekends and evenings) in various kinds of weather and potentially rugged terrain on occasion in order to meet project deadlines
- Travel – field work may require extended travel to remote areas for 2-3 days at a time. Able to drive safely in a variety of weather conditions for extended distances.

Compensation and Benefits:
Competitive base salary based on qualifications
Health and retirement benefits
Incentive pay structure available
CFS is an Employee Stock Ownership Plan (ESOP) company

How to apply: Please send cover letter and resume to: hr@fishsciences.net.