

## WILDLIFE BIOLOGIST AND PERMITTING SPECIALIST

### DESCRIPTION

Amigo Environmental, LLC is seeking a Wildlife Biologist & Permitting Specialist with 5–10 years of professional experience in federal and state regulatory permitting. The Wildlife Biologist & Permitting Specialist will lead and support projects requiring compliance with the federal Endangered Species Act (ESA) Section 7 and Section 10, California Fish and Game Code (CFGF) Section 2081, and will have experience in biological resources, wetlands, and regulatory permitting, with a strong background in developing and implementing complex permitting strategies. The successful candidate will help to support complex programmatic permitting efforts for a major public utility client with other opportunities to support residential development, transportation, renewable energy, land planning, monitoring, and habitat restoration clients. The ideal candidate will have extensive experience preparing biological assessments, coordinating with regulatory agencies, and managing permitting strategies for complex infrastructure and development projects.

### Who We Are:

Amigo Environmental, LLC is a certified minority-owned and Diverse Business Enterprise (DBE) environmental consulting firm located in San Juan Capistrano, California. We provide biological consulting services; aquatic resources delineations and permitting; habitat restoration and revegetation; GIS analysis, modeling, and database management; and California Environmental Quality Act and National Environmental Policy Act compliance.

We are a small business with the work ethic, mentality and culture of a start-up organization. Our team is collaborative yet nimble with each person serving an important cross-functional role. We have a flat organizational structure to reduce hierarchy, expand opportunities, and promote cooperation.

### Why We Serve:

Our mission is to provide unmatched natural resources conservation and consulting services so our clients can successfully plan and efficiently navigate the complex regulatory landscape to achieve project approvals and maintain compliance. We seek to maximize the potential of humankind through balanced progress that integrates development with the responsible stewardship of our natural resources.

### LOCATION

- Hybrid – remote and in-person. Specific proportion TBD based on project dynamics, staff location, etc.

### COMPENSATION

- This is an exempt, salaried position with an annual base salary of \$95,000.00-\$120,000.00, commensurate with professional experience.

### BENEFITS

- We offer comprehensive health insurance plans (medical, dental, vision) and 401(k) retirement plans to all eligible employees.

## **RESPONSIBILITIES**

- Support, lead, and manage endangered species permitting efforts under ESA Section 7 and Section 10, and CDFW 2081 incidental take permits.
- Prepare and oversee biological assessments, habitat evaluations, and species impact analyses.
- Coordinate with federal and state agencies (e.g., USFWS, CDFW) and clients to negotiate permitting pathways and mitigation strategies.
- Prepare high-quality technical documents, including permit applications, biological reports, and compliance monitoring plans.
- Mentor junior staff and provide technical leadership in regulatory compliance and species permitting.
- Track and manage project budgets, deliverables, and schedules.

## **QUALIFICATIONS**

- Bachelor's degree in Biology, Ecology, Environmental Science, Natural Resource Management, or a related life sciences field OR equivalent professional experience.
- Demonstrated expertise with ESA Section 7 consultations, Section 10 permitting, and CDFW 2081 incidental take permits.
- Strong knowledge of California and federal regulatory frameworks, including NEPA/CEQA biological compliance.
- Proven ability to coordinate with agency staff and clients effectively.
- Excellent technical writing, communication, and project management skills.
- Valid U.S. driver's license and willingness to conduct occasional fieldwork.

## **SUBMISSION**

Please submit your resume, a cover letter and contact information for three references (include email addresses and phone numbers to [Info@AmigoEnvironmental.com](mailto:Info@AmigoEnvironmental.com)). The cover letter should provide insight into your professional mindset, personal story, and what brought you to apply to Amigo, as well as display your general writing style.

## **EQUAL EMPLOYMENT OPPORTUNITY**

All qualified applicants will receive consideration for employment without discrimination on the basis of race, color, religion, sex, sexual orientation, gender identity, national origin, protected veteran status, disability, or any other factors prohibited by law.

