

## **JOB DESCRIPTION**

POSITION: Wildlife Biologist  
REPORTS TO: Wildlife Conservation Manager  
CLASSIFICATION: Exempt | Full-time  
LOCATION: Middle Ranch | On-site  
UPDATED: 11/29/2024

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## **POSITION SUMMARY**

The Wildlife Biologist conducts monitoring and management of rare and endemic wildlife species on Santa Catalina Island. A strong interest in and experience with wildlife ecology as it applies to conservation and land management is expected. This position will involve supervision of technicians and interns, management project budgets and reports on project progress. Additionally, the Wildlife Biologist supports the development of projects, funding proposals, and partnerships with outside collaborators and within the Conservation department.

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## **LOCATION**

On-site role based on Santa Catalina Island with some duties performed in our Middle Ranch office.

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## **KEY RESPONSIBILITIES**

### **Wildlife Monitoring and Conservation**

- Conduct annual fox monitoring in collaboration with subcontractors as part of the fox recovery project, including deploying and inspecting monitoring equipment and performing health assessments, such as drawing blood and administering vaccines.
- Implement wildlife conservation projects to maintain and improve fauna biodiversity, ecological processes, and habitat restoration, facilitating the recovery of native faunal communities on Santa Catalina Island.
- Investigate and document fox mortalities, including identifying causes, collecting data, and contributing to conservation strategies.
- Respond to public reports of sick or injured foxes, assess situations, and take appropriate action to ensure population health and safety.
- Respond to sightings of biosecurity threats to foxes, such as raccoons, by assessing risks and implementing management or mitigation measures.
- Conduct and oversee twice-monthly aerial or vehicle telemetry.
- Locate radio or GPS-collared animals using walk-in telemetry techniques.

- Work with consultants to minimize impacts on wildlife during development projects.

### **Project Management and Collaboration**

- Develop and maintain partnerships with government agencies, research organizations, and land-management institutions in the Channel Islands and Southern California.
- Recommend appropriate wildlife management practices to support the Conservancy's mission.
- Assist with the production of grant and funding proposals.
- Write reports and ensure compliance with grants and government permits.
- Conduct inventory of equipment and manage purchases as needed.

### **Data Management and Analysis**

- Maintain and organize large databases using Microsoft Access and Excel.
- Conduct data analysis using ArcGIS Pro and R Studio.
- Enter and manage data, generating summaries and reports, including trapping and telemetry data.
- Conduct literature reviews and compile relevant data and reports.

### **Team Leadership and Communication**

- Oversee and train technicians and interns in wildlife project protocols.
- Effectively communicate progress and results through professional organizations, publications, staff training, and presentations for the public and internal/external media.

### **Fieldwork and Safety**

- Perform fieldwork in remote areas, including hiking over steep terrain while carrying monitoring equipment and capture kits.
- Perform duties in a safe and efficient manner to maintain a safe work environment, addressing hazardous situations or unsafe conditions as needed.

### **Other Duties**

- Other duties as assigned.

## **PHYSICAL REQUIREMENTS**

- Must be able to occasionally lift and/or move up to 50 pounds
- Must be able to hike over rugged terrain and through dense shrub, including steep and unstable rocky substrate and cactus
- Specific vision abilities required for this role, including close vision, distance vision, color vision and depth perception
- Ability to work in various weather dependent field conditions, including hot, cold, dusty, or muddy conditions
- Comfortable with encountering wild animals, including bison and rattlesnakes.

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## **QUALIFICATIONS**

### **Skills & Abilities**

- Experience trapping and handling wild animals.
- Ability to work effectively on interdisciplinary team balancing conservation, education, and recreation goals.
- Excellent written and oral communication skills.
- Ability to work independently and as part of a team.
- Proven ability to analyze and prepare technical reports or papers on wildlife monitoring data including using Microsoft Access, Excel and statistical software such as Program R and ArcGIS.

### **Education & Experience**

- Master's degree in Wildlife Biology, Ecology, Biology, or other equivalent discipline from an accredited institution and 3 years of field related work experience.
- Experience managing projects including budgets and supervising personnel and volunteers with varying skills preferred.

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## **COMPENSATION & BENEFITS**

ESTIMATED STARTING SALARY RANGE:

\$75,000 to \$78,000 based on skills and experience.

We're proud to support the health and wellbeing of the people we employ. We offer a competitive, comprehensive benefits package that includes healthcare coverage, flexible spending accounts, 403(b) plan with a 3% employer contribution and a 5% match — fully vested after 2 years, accrued paid time off, life insurance, disability coverage, an employee assistance program, professional development, and other benefits that support work-life balance.

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## **EQUAL OPPORTUNITY COMMITMENT**

Catalina Island Conservancy is an equal opportunity employer, and all qualified applicants will receive consideration for employment without regard to race, color, religion, age, sex, national origin, ancestry, disability status, genetics, marital status, medical condition, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state, or local laws.

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## **HOW TO APPLY**

Please send your resume and cover letter directly to [jobs@catalinaconservancy.org](mailto:jobs@catalinaconservancy.org), listing the job title in the subject line.

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## **OUR STORY**

**The mission of the Catalina Island Conservancy is to be an exemplary steward of Island resources through a balance of conservation, education, and recreation.**

The Conservancy's vision is for a beautifully functioning Island ecosystem for all to enjoy.

Just off the densely populated Southern California coast, Catalina Island is home to approximately 4,000 year-round residents and more than 60 endemic species of plants and animals found nowhere else on Earth.

The Catalina Island Conservancy protects 88 percent of Catalina Island's approximately 48,000 acres, including the region's longest publicly accessible undeveloped coastline.

The Conservancy is a research and conservation leader, protecting and restoring vulnerable habitats and species in its Mediterranean climate. Conservancy staff guides Island ecosystem recovery with the goal of generating a resilient, self-sustaining ecosystem with no endangered forms of life.

The Conservancy offers recreational experiences and educational programs for not only the 300,000 annual visitors who choose to visit the unique and special Conservancy "Wildlands Ecosystems" but also inspires the nearly 1.2 million visitors to other parts of the Island.

Recreation, educational engagement, service opportunities, and partnerships connect the Island's unique resources to people's lives, inspiring environmental stewardship and action.

The Catalina Island Conservancy is a 501(c)(3) non-profit public charity established in 1972 to protect and restore Catalina Island for future generations to experience and enjoy.