

## Senior Plant Ecologist

Formation Environmental, is a fast-growing environmental consulting firm with offices in Sacramento, CA, Imperial Valley, CA, Boulder, CO, and Portland, OR. We specialize in solving water resources, environmental, utility, engineering and agricultural challenges using multi-disciplinary teams that apply state-of-the-art techniques to efficiently attain each client's unique technical, regulatory, and financial objectives. Our clients include entities in the natural-resource, water resource, industrial, transportation, energy, and agricultural sectors.

### Job Description

We are seeking a Senior Plant / Restoration Ecologist to join our team in Sacramento, CA or in Southern California, on a full-time, salaried basis. The position will support our water resource, energy, and environmental practice areas. The ideal candidate will have the following minimum qualifications:

- MS or PhD (preferred) with a strong academic background in restoration, plant science, biology, and/or soil ecology
- Substantial experience in habitat restoration design, desert plants, soil science, wetland ecology, riparian ecology / hydrology, and taxonomy
- Ability to integrate ecohydrologic and managed hydrologic information into restoration design and implementation
- Track record of successfully working with multi-disciplinary teams to apply plant science to solving environmental and water management issues
- Experience with the assessment of groundwater-dependent vegetation and its response to groundwater level changes
- Strong knowledge of inland/desert Southern California plant species of Southern California, including the Eastern Sierra, Mohave Desert, Colorado Desert (Imperial and Coachella Valley) with a specific emphasis on species associated with terminal dry playa lakes
- Ability to integrate soil and climate limitations with plant species and community tolerance levels
- Strong understanding of plant water, nutrient, salt, and toxic ion stress characteristics and responses
- Strong knowledge of statistical and experimental design, including implementation of field and plot studies
- Strong experience in irrigation scheduling, assessing plant stress, and diagnosing problems with native plant growth
- Experience in organizing, processing, and interpreting soil and plant tissue data
- Experience in field data collection
- Experience in using GPS, GIS and Remote Sensing data with respect to plant growth, species identification, and mapping. Strong data visualization and presentation skills.

The ideal candidate will also need to demonstrate a strong aptitude in the following areas:

- Strong commitment to scientific integrity, quality and following established quality assurance and quality control protocols

- Experience with conducting meetings with clients and regulatory agencies, scoping projects for the appropriate level of services and budgets as needed, maintaining schedules, coordinating tasks with staff, and conducting quality control
- Ability to contribute to team-oriented, multi-disciplined project delivery and problem solving
- Effective organization and written/verbal communication skills, including technical report generation
- Ability to handle multiple project assignments while maintaining flexibility to meet deadlines
- Strong commitment to safety and following established health and safety protocols
- Ability to travel to project locations throughout California, the Western U.S., and Internationally.

In accordance with the California Equal Pay Transparency Rules, Formation offers benefits for full time positions. These benefits include medical, dental, and vision coverage along with a 401K plan, short- and long-term disability, life insurance, vacation and sick days, and additional optional benefits. The salary range for this position is \$90,000 – \$150,000 per year, commensurate with education, experience, and ability. Employment offers are contingent on the results of background checks, including employment history, criminal background, Federal Watch List, as well as drug and alcohol screening. All background checks will be conducted in accordance with all local, state, and federal laws. To apply for this position, please submit a cover letter and resume to [hrinbound@gmail.com](mailto:hrinbound@gmail.com).

### **About Formation Environmental**

Formation Environmental is a rapidly growing consulting firm with offices in Boulder, CO, Sacramento, CA, Imperial Valley, CA, Portland, OR and project offices throughout the U.S. Our multi-disciplinary team provides scientific, technical, and strategic expertise in environmental engineering, soil science, water resources, vegetation management, and remote sensing. Our scientists and engineers are working with clients on some of the most challenging environmental issues facing our world today. Many of our clients have complex and unique challenges that require a customized solution to meet regulatory requirements, compliance driven schedules, programmatic improvements, risk management, stakeholder engagement, or advanced geospatial insights. Our team excels at working with each client to characterize problems and to create solutions through applied science and cutting-edge technology. To achieve this objective, many of our team members collaborate effectively across multiple practice areas (and with outside teaming partners) to assemble the best combination of experts to meet our client's needs. Formation provides an exciting work environment with opportunities for mentorship and professional growth, including:

- Encouragement to explore new markets, technologies, methodologies and collaborate within and outside the company with the goal of pairing client opportunities and challenges
- Participation in professional societies, research projects, workshops, and scientific conferences
- Collaboration with teaming partners, research facilities and academic organizations.