

# SENIOR LAND MANAGEMENT AND MONITORING SPECIALIST



SANTA CLARA VALLEY  
HABITAT AGENCY



## **Unique Opportunity**

The Santa Clara Valley Habitat Agency is seeking an individual to join an exciting and passionate team dedicated to land conservation and the protection of threatened plant and wildlife species in Santa Clara County. The desired candidate will be highly motivated and enthusiastic with a desire to grow professionally.

# The Agency

The Santa Clara Valley Habitat Agency was formed in May 2013 and has a major role in implementing the awarding winning Santa Clara Valley Habitat Plan (Habitat Plan), which was developed by the Santa Clara Valley Transportation Agency, Santa Clara Valley Water District, County of Santa Clara, and the Cities of Gilroy, Morgan Hill, and San Jose. The Habitat Plan covers about 2/3 of the area of Santa Clara County. The Habitat Plan provides streamlined state and federal permitting for public and private projects, while offering a comprehensive and effective way to address impacts of those projects on endangered and threatened species and their habitats. The most significant role of the Habitat Agency is to acquire and manage a Reserve System that will serve as mitigation for project impacts and contribute to the recovery of the species covered by the Habitat Plan.

The Habitat Agency is responsible for executing the requirements of the Habitat Plan, the permits, and the Implementing Agreement. The Habitat Agency coordinates with science advisors, outside consultants, and other land management agencies to ensure adequate and coordinated Habitat Plan implementation. The Habitat Agency includes, as part of staff or contract resources, a network of scientists, administrators, and other specialists that oversee and carry out planning and design, habitat restoration, monitoring, and adaptive management programs. The Habitat Agency is a Joint Powers Authority (JPA) composed of the Cities of Gilroy, Morgan Hill, and San Jose, and Santa Clara County. The JPA is limited to the four participating jurisdictions because the Joint Exercise of Powers Act requires that a JPA can only exercise powers held by all the participating agencies. Of the participating agencies, all four jurisdictions along with the Santa Clara Valley Transportation Authority and Valley Water have the authority to adopt the Habitat Plan fees. Because all the Co-Permittees are responsible for implementing the Habitat Plan, all the Co-Permittees have a role in the Habitat Agency.

# The Plan

The Plan was developed in association with the US Fish and Wildlife Service and the California Department of Fish and Wildlife. Under the Endangered Species Act and the California Natural Community Conservation Planning Act, the approved Plan is a 50-year permit that authorizes incidental take of listed species. In addition to obtaining take authorization for each local partner's respective activities, the cities and County will be able to extend take authorization to project applicants under their land use jurisdiction.

Covered activities in the Plan include seven general categories:

- » Urban development
- » In-stream capital projects
- » In-stream operations and maintenance
- » Rural capital projects
- » Rural operations and maintenance
- » Rural development
- » Conservation strategy implementation through acquisition of new open space (approximately 33,500 acres) and enhanced protection of existing open space (approximately 13,500 acres) for the benefit of covered species, natural communities, biological diversity and ecosystem function. The strategy also includes extensive wetland creation and restoration projects as well as conditions on new public and private sector activities.

To learn more, go to: [www.scv-habitatagency.org](http://www.scv-habitatagency.org)

# The Community and Region

The Santa Clara Valley Habitat Agency is in Morgan Hill, California in an area known as the South Bay, which includes Santa Clara County and the most populous city in the Bay Area, San Jose. Morgan Hill and the cities nearby boast an immense choice in outdoor activities from cycling and hiking to boating and fishing. The region is home to many fine wineries and craft beer establishments as well as being less than an hour from many beach destinations. Being in the south end of Silicon Valley also allows for a community with many leaders in innovative industries that play a part in the diverse economic growth of this region along with a strong community of farmers and ranchers who are dedicated to the land and maintaining its natural beauty for generations to come.





## The Position

Under the supervision of the Principal Land Management Specialist, the Senior Land Management and Monitoring Specialist assists with planning, implementation, oversight, coordination, and reviews the work of contractors and consultants performing complex professional and technical support related to Santa Clara Valley Habitat Plan (SCVHP) Reserve System monitoring and land management programs; collaborates with the Principal Land Management Specialist and the Executive Officer on drafting monitoring/management protocols and management plans; assists in creating and implementing integrated species and habitat management programs for Reserve System Management Units; performs analysis of resource trends and restoration needs, fire management planning and coordination, and SCVHP project compliance; provides highly complex and responsible support to the Principal Land Management Specialist and Executive Officer in areas of expertise.

This is a Senior classification that manages the activities related to SCVHP reserve management and monitoring. The incumbent, with general direction from the Principal Land Management Specialist, organizes and oversees day-to-day activities of the reserve management and monitoring and land management programs. Responsibilities include performing diverse, specialized, and complex work involving significant accountability and decision-making responsibility. The incumbent is responsible for providing professional-level support to the Principal Land Management Specialist in a variety of areas. Successful performance of the work requires an extensive professional background.

For additional information on the position, click [here](#).

# Skills and Qualifications

## Knowledge Of:

- » Operations, services, and activities of natural resource management and land management programs.
- » Advanced principles and practices of resource management and monitoring.
- » Advanced principles, practices, and trends in environmental analysis and preservation.
- » Principles and practices of budget development and administration.
- » Applicable federal, state, and local laws, regulatory codes, ordinances, and procedures governing regional conservation programs, including the California Environmental Quality Act, National Environmental Policy Act, federal Clean Water Act sections 401 and 404, and state Fish and Game Code 1600...
- » Practices of researching issues, evaluating alternatives, making sound recommendations, and preparing and presenting effective staff reports.
- » General principles of risk management related to the functions of the assigned area.
- » Methods and procedures for conducting field studies and obtaining research data.
- » Recent and on-going developments, current literature, and sources of information related to open space protection and management.
- » Modern office practices, methods, and computer equipment and applications as related to the work.
- » English usage, grammar, spelling, vocabulary, and punctuation.
- » Techniques for effectively representing the Santa Clara Valley Habitat Agency in contacts with other governmental agencies, community groups, and various business, professional, educational, regulatory, and legislative organizations.

## Ability to:

- » Administer complex and technical resource management projects and related programs in an independent yet cooperative manner.
- » Organize, implement, and direct assigned natural resource protection and preservation activities.
- » Evaluate and develop improvements in procedures, policies, or methods.
- » Research, analyze, and evaluate new service delivery methods, procedures, and techniques.
- » Prepare clear and concise reports, correspondence, policies, procedures, and other written materials.
- » Analyze, interpret, summarize, and present administrative and technical information and data in an effective manner.
- » Interpret, apply, explain, and ensure compliance with federal, state, and local policies, procedures, laws, and regulations.
- » Conduct complex research projects, evaluate alternatives, make sound recommendations, and prepare effective technical staff reports.
- » Organize and prioritize a variety of projects and multiple tasks in an effective and timely manner; organize own work, set priorities, and meet critical time deadlines.
- » Make sound, independent decisions within established policy and procedural guidelines.

## Education/Experience:

- » Education – Equivalent to graduation from an accredited four-year college or university with major coursework in natural resource management, wildlife ecology, botany, zoology, environmental studies, or a related field. A Master's degree is preferred.
- » Experience – Five (5) years of experience in natural resource management, or one of the areas mentioned under "Education".

## Licenses/Certifications:

- » Possession of a valid California Driver's License.



## Why you want to work at SCVHA

- » On the front lines of endangered species conservation and climate adaptation work
- » Exemplary staff dedicated to natural resource conservation
- » Exciting and dynamic work environment
- » Cutting edge conservation work
- » Daily contribution to projects which improve sustainability and resiliency for our communities and natural lands
- » Support membership with peer organizations and professional development

# Compensation and Benefits

The annual salary range is **\$110,000 – \$140,000** dependent on qualifications. Salary is supplemented by an attractive benefits package that includes: 100% of the cost of medical, dental & vision insurance for you and your family covered; 100% employer funded 401(k) program; hybrid work schedule with up to 3 days a week working from home; six weeks of Paid Time-Off (PTO); and 14 holidays and 1 floating holiday. In addition, a basic life insurance policy is provided at 100%, and tuition reimbursement is available for relevant courses.

## Application

This position is open until filled. To be considered for this exceptional career opportunity, submit your application that includes résumé, cover letter, a list of six work-related references (two supervisors, two direct reports, and two colleagues, who will not be contacted in the early phases of the process), and responses to the two Supplemental Questions below by the first resume review date of **Monday, October 24, 2022**. Résumé should reflect years and months of employment, beginning/ending dates.

### Supplemental Questions (No more than two pages)

1. Why do you want to work for the Habitat Agency and what strengths do you bring to the position that will help us achieve our mission of endangered species recovery and habitat restoration and enhancement?
2. Please describe a challenging project that you led that involved numerous stakeholders and multiple permits to proceed.

Please go to our website to submit your application: <https://www.cpshr.us/recruitment/2092>

For further information contact:



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### Selection Process

Résumés and letters of interest will be screened in relation to the criteria outlined in this brochure. Candidates deemed to have the most relevant qualifications will be invited to interview with the consultant, following which, the most qualified candidates will be referred for interviews with SCVHA. An appointment to the position will be made following comprehensive reference and background checks to be coordinated with the successful candidate.