

Principal Biologist

HELIX Environmental Planning, Inc. (HELIX), a growing, employee-owned California-based environmental consulting and planning firm, is seeking a team oriented and motivated Biologist/Regulatory Specialist, with critical thinking skills and a strong work ethic, to join one of our northern California office locations (Folsom or Roseville) as a Principal Biologist. HELIX provides biological, cultural resources, habitat restoration, environmental, acoustical, air quality, landscape architecture, and GIS services to both the public and private sectors.

Why work at HELIX?

- Employee-owned since 2004
- Offers a hybrid work schedule with flexibility of working in-office and remotely
- Invested in professional growth and employee development and training
- Recognized for our workplace practices, employee wellness programs, and community contributions
- Named as one of the 2023 Best Firms to Work For by ZweigGroup

HELIX also offers a competitive benefits package, that includes:

- Robust Health Coverage (Medical, Dental, Vision) for employee and dependents
- Life /Long Term Disability Insurance
- Accrual of Paid Personal Time Off
- Bonus Program
- Wellness Program
- Employee Stock Ownership Plan participation
- 401K participation with employer contributions

Principal Biologist Responsibilities

The Principal Biologist will be responsible for managing projects, which include biological surveys, habitat restoration, regulatory permitting, and monitoring projects. The position also will include resource agency consultation, client coordination, collaboration with other HELIX departments and offices, and preparation of proposals and related marketing support. The ideal candidate must possess a positive attitude and strong analytical and creative problem-solving skills as critical aspects of this position include developing solutions for project challenges, forging strong, collaborative relationships and building consensus among team members, staff, clients, and agencies. The ideal candidate must have excellent speaking and writing skills and experience in developing complex technical documents including scoping and costing projects. A flexible mindset and adaptability to changing circumstances is imperative.

Pay will be based on qualifications and/or experience, with a robust benefits package. Expected starting pay range of \$130,000 to \$150,000 annually.

HELIX is an equal opportunity employer that is committed to diversity and an inclusive work environment. We encourage all qualified applicants to apply regardless of gender, race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), parental status, national origin, disability, age, genetic information (including family medical history), political affiliation, military service or veteran status. These protections extend to all management practices and decisions, including recruitment and hiring, appraisal systems, promotions, training, and career development programs.

Minimum Requirements for the Principal Biologist:

- Bachelor's degree (or equivalent experience) in an environmental science, biology, or related field.
- 10+ years' demonstrated experience in the environmental field carrying out biological resources, natural resources, or similar projects
- 5+ years project management experience for biological, natural resource, or similar projects
- Excellent interpersonal, verbal, and written communication skills

- Proven ability to complete projects within time and budget constraints
- Strong client and agency relationships; demonstrated experience leading client management and agency communications

Additional skills considered a plus:

- Master's degree or higher in Biology, Natural Resources, or related field
- Proven experience managing large-scale natural resources-based projects
- Experience processing state and federal resource agency permit applications and endangered species consultations
- Demonstrated experience with marketing and business development

<https://recruiting.paylocity.com/recruiting/jobs/All/d357dab6-3553-4838-81be-15a421da6601/HELIX-ENVIRONMENTAL-PLANNING>