



Midpeninsula Regional Open Space District

JOB ANNOUNCEMENT

Wildlife Ecologist III

(classification title: Resource Management Specialist III)

Annual Pay Range: \$123,202-\$153,840

Plus full benefits including CalPERS pension

Anticipated salary increase in September 2025, pending board approval

Application Deadline: Monday, September 1, 2025

Do you have a passion for protecting and preserving open space? Midpeninsula Regional Open Space District is seeking a skilled and motivated Wildlife Ecologist III to join our team of resource management professionals working to protect and restore the natural environment within Midpen's land in the Santa Cruz Mountains and the San Francisco Peninsula. While there is regular field work, the ideal candidate will also bring strong communication, project management, and collaboration skills to the position.

About Midpen: Midpen helps plants, animals and people thrive throughout the greater Santa Cruz Mountains region by preserving a greenbelt of more than 70,000 acres of public open space with more than 250 miles of trails in 27 extraordinary preserves, permanently protected for natural resource conservation and ecologically sensitive public enjoyment and education. Midpen is a public agency with a focused mission that guides our work, and where every employee makes an impact. If you are looking for an outstanding opportunity to contribute to the legacy of open space protection, natural resource restoration and outdoor recreation, working with an incredible team of like-minded colleagues, we invite you to apply for this position!

The incumbent will be a part of a cohesive team of 15 in the Natural Resources Department, which is comprised of three Programs: Wildlife, Vegetation, and Earth Sciences. The Wildlife Program has five full-time program staff, including this position, and a seasonal intern. The Wildlife Program covers a broad range of topics including but not limited to: permit administration, wildlife conflict management, special status species monitoring and research. The Natural Resources Department is part of the Visitor and Field Services service line. For additional information about the position, see the [Job Description](#) on Midpen's website.

About the Position: The Wildlife Ecologist III will co-lead Midpen's natural resource permitting program for capital and routine maintenance with their counterpart in the Earth Sciences Program. This position is responsible for negotiating, administering and overseeing compliance with regulatory permits; reviewing documents and other work products prepared by consultants or District staff as needed to satisfy permit application or reporting requirements; obtaining wildlife (Endangered Species Act) permits and overseeing permit compliance for capital projects and routine maintenance; generating reports for submittal to regulatory agencies; and coordinating with regulatory agency staff on permitting and compliance. General responsibilities of this position will also include managing consultants and contractors; managing wildlife habitat restoration or enhancement projects; writing detailed technical summaries and reports for District staff and the public; and conducting surveys in the field.

The Wildlife Ecologist III has broad technical experience in wildlife and habitat management, is self-directed, and works independently managing complex large-scale projects. The ideal candidate will have knowledge and experience in: negotiating and securing permits (ideally programmatic permits) from regulatory agencies primarily California Department of Fish and Wildlife and US Fish and Wildlife Service but may include US Army Corps of Engineers or Regional Water Quality Control Board; overseeing sensitive status species monitoring, reporting and recovery efforts; land stewardship and environmental planning; data collection, analysis, and interpretation; GIS software or online platforms; preparation of clear and concise reports; developing and maintaining records for regulatory agency permits; and managing consultants and contractors. Knowledge of CEQA is desired but not required.

The Ideal Candidate:

- Possesses a broad breadth of understanding of wildlife management for wide ranging taxa from large megafauna to micro invertebrates

- Experience in negotiating and securing permits (ideally programmatic permits) from regulatory agencies primarily California Department of Fish and Wildlife and US Fish and Wildlife Service but may include US Army Corps of Engineers or Regional Water Quality Control Board.
- Experience overseeing sensitive status species monitoring, reporting and recovery efforts
- Is a creative thinker, problem solver and able to juggle competing priorities
- Strong background in project management, from developing project scopes, schedules and budgets to consultant and contract oversight
- Ability to work collaboratively in a multidisciplinary team to deliver capital projects, and public access projects, while avoiding or minimizing impacts to sensitive natural resources
- Assists staff in designing projects to reduce the need for mitigation, understands mitigation monitoring and reporting, and works creatively to secure mitigation when needed
- Ability to develop and maintain relationships with partner agencies, environmental advocacy groups, scientists and researchers, as well as other staff, boards, volunteers, vendors and the general public
- Strong public speaking skills
- Report writing skills

A Few Reasons Why You May Love This Job

- Collaborative work that directly supports Midpen's mission to protect and restore the natural environment
- You'll be part of a talented and dynamic team whose work contributes to providing nature's benefits to everyone
- Excellent employee benefits, including medical, dental, vision, tuition reimbursement, and a retirement pension through California Public Employees Retirement System (CalPERS)

Work Environment: The Wildlife Ecologist III functions within a team environment with other Resource Management staff. The position is located in Midpen's District's Los Altos office, reporting to the Senior Resource Management Specialist. Work will occur in both office and field environments throughout the District's Open Space Preserves, with travel from site to site. When conducting field assignments, work may include traversing rough, difficult terrain in inclement or hot weather with exposure to poison oak and other environmental risks. Following onboarding and successfully meeting job performance expectations. Midpen offers a hybrid office/telecommute and 9/80 schedule for this position.

Education & Experience: Any combination of training and experience that would provide the required knowledge, skills, and abilities is qualifying. A typical way to obtain the required qualifications would be:

- equivalent to graduation from an accredited four-year college or university with major coursework in watershed science/management, hydrology, water law policy, engineering, ecology, biology, earth sciences or other closely related subject, and
- three years increasingly responsible experience in the field of resource planning and management, including at least one year of supervisory and administrative responsibility. Requires excellent organizational, interpersonal, oral and written communication skills.
- A master's degree is desirable.

Licenses & Certifications Required: Possession of a valid California Driver's License.

Benefits: Midpen provides a competitive benefits package including health, life and disability insurance, CalPERS pension and paid leaves.

How to Apply: Apply online via [CalOpps.org](https://calopps.org).

Application deadline is Monday, September 1, 2025. Applicants with the most relevant experience and qualifications suitable for the position will be contacted for an interview.

The following application items are required:

1. Fully completed CalOpps employment application*
2. Cover letter
3. Resume
4. Supplemental question responses

**Incomplete CalOpps employment applications, or applications without the required application items listed here, will not be considered for the position.*

Interview Schedule (we are unable to accommodate individual schedules):

First Interview (virtual): Thursday, September 18, 2025

Final Interview (in-person): Wednesday, September 24, 2025

A note to applicants who currently live outside of the San Francisco Bay Area: before committing to the application process, and if you haven't done so already, we suggest evaluating the feasibility of relocation. We recommend researching the cost of living in the San Francisco Bay Area, the cost to relocate, and typical commute times to Los Altos from outlying areas.

At Midpen, we believe open space is for all. Our public lands are shared spaces provided for the community by the community. All people, regardless of background, deserve respect, dignity, safety, and a sense of belonging. Midpen welcomes all people to enjoy the public open space preserves we hold in trust, supporting the mental, physical, and social well-being of our region.

Midpeninsula Regional Open Space District is an Equal Opportunity Employer
Applicants with disabilities may request reasonable accommodation
by contacting the Human Resources department at 650-691-1200

Put your passion for Open Space to work!