Biologist I/Senior Project Biologist: Specialization in Botany & Restoration Ecology  
Office Location: Denver, Colorado

Join the ERO Team!
EROS Resources Corporation is currently seeking a full-time botanist/ecologist to join our natural resources group in Denver, Colorado. This position will work in collaboration with our natural resources group to support new and existing wetland, stream, and natural resource projects based out of our Denver office. The ideal candidate for this position will apply their ecological knowledge to evaluate a variety of project sites for natural resource concerns, provide guidance to clients on those resources, and prepare and review ecological reports and permit applications.

About ERO
EROS is a Women-Owned Small Business that has consulted on environmental issues throughout the Intermountain West since 1981. For 40 years, our environmental consulting firm has served clients in Colorado and the West with an enduring commitment to quality and integrity. Our diverse team of scientists, planners, and subject matter experts work together to craft innovative solutions that respond to our clients’ resource issues. ERO takes pride in providing services that are efficient, effective, and responsive to our clients’ needs and expectations. We strive to balance development with the natural environment within a framework of legal requirements, agency compliance, and public involvement.

Position Overview
EROS is looking for an enthusiastic and experienced botanist/ecologist with an emphasis on ecological restoration, wetland mitigation, botany, and Clean Water Act Section 404 permitting. Primary duties include delineating wetlands, identifying vegetation communities including noxious weeds, ecological restoration and wetland mitigation planning, conducting rare plant surveys, and Clean Water Act Section 404 permitting. Depending on experience, other duties could include Endangered Species Act and National Environmental Policy Act compliance and other environmental planning and management services. This position is responsible for undertaking multiple project responsibilities, including field direction, technical writing, and project management. The applicant should be knowledgeable in data collection, analysis, and interpretation of scientific information and environmental regulations and in preparing various environmental documents.

Responsibilities
• Accurately recognize and identify plants during fieldwork and ability to assist junior staff with plant identification, mapping of vegetation communities, and rare plant surveys.
• Lead a variety of projects for Clean Water Act Section 404 permitting, including functional wetland and stream assessments, wetland mitigation plan development, and Endangered Species Act compliance.
• Perform and lead wetland delineations, including categorization of wetland resources to Cowardin class.
• Perform detailed data analysis and complete legally defensible documents; specifically, wetland delineation reports and permitting documentation such as preconstruction
notifications, biological resource reports, vegetation management plans, vegetation technical reports, and Individual Permit applications.

- Complete professional agency correspondence and coordination.
- Establish fieldwork and reporting schedule, provide project updates to staff and clients, and manage client communication and coordination.
- Participate in marketing activities to cultivate and develop existing and new clients

**Skills, Abilities, and Requirements**

- In-depth understanding of federal and state natural resource regulations, including Clean Water Act, Endangered Species Act, Colorado Noxious Weed Act, and rare plant conservation.
- Research, develop, and write technical reports on natural resources.
- Understand construction drawings and specifications to determine impacts on wetlands or other resources and coordinate with clients to develop site-specific restoration plans.
- Experience preparing scopes of work and cost estimates and willingness to participate in business development activities (with new or existing clients) such as proposals and scopes of work.
- Travel throughout the western U.S. for projects will be required. Travel from April through August may be up to 30 percent, with occasional travel the remainder of the year.
- Must be able to work variable hours, long days, early mornings, and weekends; fieldwork is schedule dependent. Overtime may occur and will be compensated based on company policies.
- Prior completion of an approved wetland delineation course.
- Training in plant identification and knowledge of wetland species indicator status.
- Field experience overseeing the implementation of stream and wetland restoration projects.
- Professionalism, integrity, and comfort working with people are of the utmost importance as the position requires regular contact with clients, engineers, and regulators.
- Communicate professionally and effectively with project teams and regulators, both in writing and verbally.
- Organized, detail-oriented, and solution-oriented thinker with a strong work ethic.
- Proven ability to handle multiple priorities and be self-directed.
- Ability to collaborate with field teams and cross-functional teams throughout the company.
- Proficiency in Microsoft Office Suite products and Adobe Acrobat.

**Minimum Education and Experience**

- Bachelor’s degree in ecology, biology, natural resources, botany, watershed science, or a similar discipline.
- Master’s degree or equivalent work experience.
- Minimum of 10 years of professional experience in the field of ecological restoration and/or wetland permitting and compliance. Specific experience should include conducting pre-project baseline and reference site inventories, conducting wetland delineations, and assisting with restoration and wetland mitigation design, permitting, implementation, and monitoring for projects in the Rocky Mountain Region.
• Previous experience working for an environmental consulting firm desired.

What We Offer at ERO - ERO employees receive a generous benefits package, including:
• Competitive salary range: $50,000 to $85,000
• Flexible work schedules
• Group insurance
• Retirement savings plan with employer match
• Employee Assistance Program
• Learning and development programs, training, career opportunities, and a highly regarded tuition reimbursement program
• Vacation and comp time
• Opportunity to work independently and collaboratively on a variety of projects of various sizes and complexity

ERO encourages anyone meeting these requirements and enthusiastic about joining our team to apply today. Email a cover letter, resume describing your education and experience, and how you heard about the job posting to opportunities@eroresources.com; Adobe pdf format is preferred. This job posting is “continuous” or “open until filled” and will close when a qualified candidate is hired. No phone inquiries please; you will receive an email notifying you that ERO has received your application. Only potential candidates will be contacted for interviews. Applicants selected for interviews will be asked to provide at least three references and two project descriptions highlighting your relevant ecological restoration experience.

ERO participates in e-verify and preemployment background screening services. ERO is an Equal Opportunity Employer and encourages women, minorities, individuals with disabilities, and covered veterans to apply. For more information about ERO, visit our website at www.eroresources.com.