

POSITION ANNOUNCEMENT – TECHNICAL SPECIALIST

ENVIRONMENTAL INCENTIVES

Environmental Incentives designs performance-driven approaches to conservation, aligning public and private sector investment objectives to create resilient water, land and wildlife resources. We are environmental thought leaders pioneering a new wave of conservation, helping people get the most from their investments in the environment. Since our establishment in 2004, we have become a leading advisor on natural resource programs and policies across the country and internationally. Environmental Incentives is a small but growing company with three offices across the US.

- **Western Office** (headquarters) - South Lake Tahoe, CA
- **Eastern Office** - Washington, DC
- **Mountain Office** - Denver, CO
- **Bay Area Office** – Sausalito, CA

OPPORTUNITY

Environmental Incentives is seeking to hire a Technical Specialist to join the team at our headquarters in South Lake Tahoe, CA or our Denver, CO or Sausalito, CA offices starting in early 2017. The Technical Specialist position is full-time and may include travel domestically for short periods approximately monthly.

The successful Technical Specialist will employ creativity, critical thinking, and analytical ability to support projects in the Wildlife & Land and/or Water practice areas as part of the Credits & Metrics team. The Credits & Metrics team supports Environmental Incentive's mission by conducting research and analysis, developing indicators and metrics that measure environmental outcomes, and developing protocols and tools to measure outcomes and track progress. The right candidate will demonstrate a creative and analytical approach to problem solving and have experience using a combination of analytical tools. All staff must also be able to work effectively in project teams that include staff from EI, partner companies, clients, and stakeholders. Specifically, the Technical Specialist will have the opportunity to:

- **Work with Leaders.** Be a part of a collaborative and team oriented culture, where you will work alongside recognized and established environmental thought leaders who are reshaping the way conservation is being done. You'll work on challenging projects with team members from many backgrounds and disciplines, increasing your understanding and developing new skills.
- **Prolifically produce products.** Lead the development of targeted, useful, and long-lived products. This means bringing forth new ideas for products while maintaining flexibility to modify based on advice and vision of others. Bring concrete proposals and questions when engaging others in the product development process.
- **Provide synthesized research findings.** Take on large, complicated research and analytical tasks in a solution-oriented manner, driving to synthesized findings and valuable insights that further projects towards defined objectives.
- **Interact with clients.** Confidently and frequently interact with clients to define analyses supporting program and policy design, and present results to support implementation of EI-developed products.
- **Contribute to company culture and operations.** Be fully engaged in company strategy and operations. Contribution of insights and new ideas that improve our company, create internal knowledge-sharing, and create opportunities for future work is encouraged.

QUALIFICATIONS

Environmental Incentives seeks talented, creative and inspired professionals who seek to grow as individuals and as impactful leaders.

Minimum Qualifications & Characteristics

Technical Specialists are expected to have **3+ years of related professional experience, or equivalent combination of education and professional experience. Master's degree in natural resources, economics or another relevant field is preferred.** Experience with Microsoft Office Suite and ESRI ArcMap is required; experience with other ESRI products is a plus. Familiarity with data analytics using R, Python programming language, or similar is preferred. Additionally, all employees must have the following qualities and characteristics to succeed:

- Clarity of thought.
- Effective and organized verbal and written communication.
- Ability to create new and innovative ideas.
- Strong work ethic.
- Desire and ability to work collaboratively with others.
- Ability to constructively receive and give critical feedback.
- Ability to listen to, respect and understand others.
- Commitment to ongoing professional development and desire to improve skills.
- Ability to understand and develop quantitative analyses.
- Honesty, integrity and trustworthiness.
- Alignment with Environmental Incentives' core principles.

Preferred Skills & Experience

- Statistical analysis of biological or economic data.
- Biological field monitoring and maintenance, or direct habitat or stream restoration work.
- Habitat suitability or equivalency analysis.
- Development of multi-scaled quantification tools for assessing habitat or other resource change.
- Managing or developing online tools that streamline project or program workflow and provide understandable data displays.
- Experience with or understanding of database management systems (DBMS).
- Experience working within agencies, including US Fish & Wildlife Service, Bureau of Land Management, Natural Resources Conservation Service, or other state and federal agencies.
- Experience working within foundations or other private funding organizations.
- Conservation planning and restoration program implementation.
- Public and private funding programs and partnerships.
- Conservation finance, impact investing and project-level financial analysis.
- Adaptive management and the Open Standards for Conservation.
- Offsite mitigation program implementation and project development.

COMPENSATION

The starting annual salary range for this position is \$48,000 - \$58,000, or \$58,000 - \$68,000, depending on experience and qualifications. Environmental Incentives also offers a competitive benefits package that includes generous annual leave, holiday and sick time, retirement plan options, comp time, professional development opportunities and health coverage.

HOW TO APPLY

To apply, please send a cover letter and resume to hr@enviroincentives.com with 'Technical Specialist' in the email subject line. Candidates will be reviewed as applications are received and the position will be filled as soon as the appropriate candidate is identified.

What happens next?

While resumes and cover letters allow us to screen for certain characteristics, they don't always let us know who you are and the particular qualities and skills you possess. Therefore, after you apply, if we think you align with Environmental Incentives principles we will ask you to complete a written and analytical exercise to allow you to better showcase your clarity of thought, verbal and written communication, and ability to create new and innovative ideas. Then we will welcome qualified candidates to interview with the Environmental Incentives team.

Environmental Incentives is an Equal Opportunity Employer

We are committed to developing an inclusive work environment where diversity of thought, style, culture and skill and is valued in support of individual performance and potential, as well as our business goals and mission.