



# **JOB ANNOUNCEMENT**

**ENVIRONMENTAL SCIENTIST OR  
SENIOR ENVIRONMENTAL SCIENTIST (SPECIALIST)  
MITIGATION SPECIALIST  
STATEWIDE TRANSPORTATION PROGRAM  
FULL-TIME, 12-MONTH LIMITED-TERM POSITION  
(WITH THE POSSIBILITY OF EXTENSION TO 24 MONTHS OR BECOMING PERMANENT)  
SAN FRANCISCO, SANTA CRUZ or VENTURA**

The California Coastal Commission (Commission) is seeking an experienced Environmental Scientist or Senior Environmental Scientist (Specialist) to join its Statewide Transportation Program. The Commission is a small State agency that is charged with protecting coastal resources and managing coastal development in California. The mission of the Commission is to implement the Coastal Act and to protect, restore and enhance coastal and marine resources for the continuing benefit of current and future generations. The Transportation Program Unit helps carry out the Coastal Act as it relates to planning and regulation of transportation plans, projects and activities throughout the coastal zone, particularly through interagency efforts with the Department of Transportation (Caltrans), local transportation agencies, State and Federal resource agencies and our Local Coastal Program (LCP) partners.

Under the direction of the Transportation Program Manager and in collaboration with the Commission's Ecology Team, the incumbent will work with Commission multi-disciplinary teams to lead mitigation activities that will protect coastal resources, improve Caltrans transportation plan/project delivery outcomes and provide adequate compensation for habitat, wetland and other coastal resource impacts in a manner that meets the State's conservation priorities consistent with the Coastal Act. A focal area of this position is to ensure that the Commission's commitments are met under the State Advanced Mitigation Initiative MOU and the Master Process Agreement for Planning and Developing Advance Mitigation throughout California for Caltrans' Advanced Mitigation Program. Tasks include reviewing and commenting on State and Regional Advanced Mitigation Needs Assessments, participating in interagency reviews of mitigation proposals, participating in the development of potential mitigation banking proposals and assisting with the preparation of any related staff reports before the Commission. The incumbent would also be devoted to providing guidance to transportation agencies, and coordinating with other resource agencies, on mitigation requirements under the Coastal Act and supporting timely development of appropriate advanced general mitigation proposals, projects, performance goals and monitoring.

The Commission values diversity at all levels of the organization and is committed to fostering an environment in which employees from a variety of backgrounds, cultures, and personal experiences

are welcomed and can thrive. We believe the diversity of our employees and their unique ideas inspire innovative solutions to further our mission of protecting and enhancing California's coast and ocean for present and future generations.

**DUTIES** will include but will not be limited to:

- Coordinate with Commission ecology staff, planners, technical experts, legal staff and management to promote successful implementation of the Coastal Act mitigation requirements, particularly in relation to transportation activities.
  - Coordinate with, and provide guidance and assistance to, regulatory managers and technical staff on ongoing mitigation-related activities.
  - Work with federal and state agencies in the development of California-specific mitigation bank development processes that are consistent with both federal and state law and practice
  - Work with CDFW and other State and Federal resource agencies to improve alignment of mitigation banking review and approval processes.
  - Research history and performance of previous resource mitigation efforts within California
  - Use data from a mitigation tracking program to evaluate the overall success of Commission-required mitigation, implement necessary improvements, and provide recommendations on future policy.
- Work with Caltrans to continue to implement interagency and partnership agreements, including providing guidance on mitigation requirements/opportunities early in the development of specific projects and assisting in the implementation of the Caltrans' Advance Mitigation Program.
  - Provide early input into mitigation project requirements, goals and proposed work.
  - Review and comment on Caltrans' Regional Advance Mitigation Needs Assessments, requests for mitigation proposals and other related documents.
  - Assist in the identification of project opportunities and sites that meet mitigation needs and advance positive resource protection outcomes.
  - Communicate requirements for robust performance criteria and monitoring plans for projects.
  - Assist regulatory analysts in the development and application of appropriate advanced mitigation credits in permitting actions.
  - Ensure Caltrans advanced mitigation program is consistent with, and advances, other coastal mitigation programs statewide as approved by the Commission, including those under Local Coastal Programs.
  - Attend interagency meetings and site visits aimed at developing and implementing appropriate advanced mitigation proposals throughout the coastal zone.
- Further develop and improve Commission approaches to mitigation:
  - Work with regulatory and technical staff to review lessons learned from past practices and provide guidance on appropriate condition language and requirements for different types of mitigation.

- Ensure that Caltrans' required mitigation monitoring reports receive timely reviews and feedback is provided to project managers, including discussion of any needed remediation actions.
- Lead multi-disciplinary teams in developing enhancements to mitigation requirements, reviewing technical plans and post-project monitoring reports, and implementing remediation as necessary.
- Develop and manage a mitigation tracking program to ensure that required milestones are achieved and necessary remedial measure implemented for all projects.
- Create and continually update a compendium of best practices, both in terms of administrative process and technical scientific approaches to advanced mitigation.

**Duties will be adjusted commensurate with the level at which the position is filled.**

**Desirable Qualifications:** Knowledge of California Coastal Act, the Coastal Zone Management Act, and CEQA is desirable. Persons with the following education and/or work experience would be preferred for the position: background in biology, marine biology, environmental planning, geography, geology, environmental science, water quality, oceanography, or related fields. The successful candidate will demonstrate strong analytical, negotiation and writing skills and the ability to research and interpret complex coastal resource issues. Strong communication skills and the ability to work as a team member are critical. Experience with environmental justice and/or tribal consultation. The preferred candidate will have a master's degree or a PhD in a relevant field.

**Eligibility:** Individuals on the Environmental Scientist or Senior Environmental Scientist (Specialist) lists are eligible to apply. Current or former State employees with transfer or reinstatement rights at the level of Environmental Scientist or Senior Environmental Scientist (Specialist) are also eligible to apply. (Please note that in order to be eligible to transfer or reinstatement, applicants **must** meet the minimum qualifications of either classification.) Appointment is subject to the State Restrictions of Appointment (SROA) provisions. Applicants must clearly indicate the basis of their eligibility, including SROA, surplus, transfer, re-employment status, or list eligibility in the Examination/Job Title section on the CA State Application (STD 678).

<b>Salary:</b>	Environmental Scientist	Range A \$3,851 - \$4,768 per month Range B \$4,680 - \$5,807 per month Range C \$5,923 - \$7,364 per month
	Senior Environmental Scientist (Specialist)	\$6,816 - \$8,479 per month

**BENEFITS:** For a description of benefits, go to <https://www.calhr.ca.gov/employees/Pages/new-employee-benefits-orientation.aspx>.

**CONTACT:** For information about the position: Susan Hansch, Chief Deputy Director, at (415) 904-5244 or [Susan.Hansch@coastal.ca.gov](mailto:Susan.Hansch@coastal.ca.gov) or Tami Grove, Transportation Program Manager, at (831) 427-4863 or [Tami.Grove@coastal.ca.gov](mailto:Tami.Grove@coastal.ca.gov).

For information about the application and/or hiring process: Human Resources Office at (415) 904-5430 or toll free (866) 831-2540 or [HumanResources@coastal.ca.gov](mailto:HumanResources@coastal.ca.gov).

*Please note that public counter hours for all Commission offices are currently suspended in light of COVID-19. However, in order to provide the public with continuity of service while protecting both you and our employees, the Commission remains open for business, and you can contact staff about this position using the above phone numbers and email addresses.*

**FILING:** One position to be filled in either San Francisco, Santa Cruz or Ventura. The position will be open until filled. We would like to fill this position as soon as possible. Applications will be screened and only those most qualified and eligible for consideration (see “Eligibility”) will be interviewed. All interviews will take place in San Francisco. Relocation expenses will not be offered. Submit a CA State Application (STD 678) (put job title for this position in the Examination/Job Title section), a current resume, a minimum of three references, and a brief writing sample (5 pages or less) to:

**HUMAN RESOURCES OFFICE  
CALIFORNIA COASTAL COMMISSION  
45 Fremont Street, Suite 1930  
San Francisco, CA 94105–2219  
(415) 904-5430 / toll free: 1-866-831-2540  
[HumanResources@coastal.ca.gov](mailto:HumanResources@coastal.ca.gov)**

**PLEASE INDICATE “ENVIRONMENTAL SCIENTIST, STATEWIDE TRANSPORTATION PROGRAM” OR “SENIOR ENVIRONMENTAL SCIENTIST (SPECIALIST), STATEWIDE TRANSPORTATION PROGRAM” IN THE EXAMINATION OR JOB TITLE SECTION ON THE CA STATE APPLICATION (STD 678).**

FOR MORE INFORMATION ABOUT THE COMMISSION, WHAT WE DO AND TO OBTAIN A STATE APPLICATION FORM 678, VISIT OUR WEBSITE AT: [WWW.COASTAL.CA.GOV](http://WWW.COASTAL.CA.GOV). IF YOU HAVE QUESTIONS, YOU MAY E-MAIL US AT [HUMANRESOURCES@COASTAL.CA.GOV](mailto:HUMANRESOURCES@COASTAL.CA.GOV) OR CALL THE ABOVE NUMBERS.

The State of California is an equal opportunity employer to all, regardless of age, ancestry, color, disability (mental and physical), exercising the right to family care and medical leave, gender, gender expression, gender identity, genetic information, marital status, medical condition, military or veteran status, national origin, political affiliation, race, religious creed, sex (includes pregnancy, childbirth, breastfeeding and related medical conditions), and sexual orientation.

It is an objective of the State of California to achieve a drug-free workplace. Any applicant for state employment will be expected to behave in accordance with this objective because the use of illegal drugs is inconsistent with the law of the State, the rules governing Civil Service, and the special trust placed in public servants.

Assistance for the Hearing Impaired can be accessed by dialing 711