**Job Title: Environmental Scientist and Project Manager – Wetlands, Uplands & Fish Passage**

**Location:** Port Townsend/Puget Sound Region, Hybrid/Remote with field travel as needed

**Position Type:** Part- to full-time, Non-exempt

**Position Summary**

We are seeking a skilled Environmental Scientist or Biologist with experience in wetland and upland ecology, permitting, and fish passage restoration, who is also capable of managing projects from concept through completion. This role blends technical fieldwork, regulatory compliance, and project management, with opportunities to lead diverse natural resource projects across the Pacific Northwest.

The ideal candidate will bring a solid foundation in environmental science along with strong organizational and communication skills to manage clients, timelines, budgets, and deliverables—while occasionally working in the field alongside staff biologists.

**Key Responsibilities**

*Project Management*

* Serve as the lead or co-lead on wetland, upland, and fish passage projects
* Develop scopes, schedules, budgets, and staffing plans
* Coordinate with clients, subconsultants, agencies, and internal team members
* Track project progress, ensure deliverable quality, and manage task completion
* Lead or support proposal writing and business development

*Technical Writing, GIS Mapping & Permitting*

* Prepare or oversee Biological Assessments (BAs), Critical Area Reports, Wetland Reports, and Mitigation Plans
* Write and coordinate permit applications including JARPA, SEPA, Shoreline, and HPA
* Support or lead ESA Section 7 consultations and coordination with USACE, Ecology, WDFW, and tribal governments
* Conduct GISmapping for all upland/wetland projects using GPS data collected in the field
* Collaborate with team to ensure appropriate QA/QC for data collection and reports

*Field Work*

* Conduct or oversee wetland delineations, upland habitat assessments, and riparian inventories
* Participate in fish passage assessments, culvert surveys, and electrofishing (salvage or presence/absence) following WDFW or agency protocols
* Use GPS units and field data apps (e.g., Collector, Survey123) for data collection and navigation
* Ensure field data is well-documented, organized, and efficiently translated into reporting

**Required Qualifications**

* Bachelor’s or Master’s degree in Biology, Environmental Science, Ecology, or related field
* 3-5+ years of experience in environmental consulting or natural resource project delivery
* Proven experience managing wetland, upland, or fish passage restoration projects
* Experience with environmental permitting at local, state, and federal levels; knowledge of ESA, SEPA, SMA, Clean Water Act, and local critical area codes
* Knowledge of Pacific Northwest habitats, ESA-listed species, and regulatory frameworks
* Ability to manage multiple active projects with competing priorities
* Strong technical writing and communication skills
* Comfortable working in field conditions

*Preferred Qualifications*

* Familiar with or certified in electrofishing techniques (WDFW or Smith-Root training preferred)
* Experience coordinating or leading culvert replacement or fish passage restoration projects
* Familiar with mitigation planning, planting specs, and monitoring requirements
* Proficient in ArcGIS, GPS tools, mobile field apps, and Microsoft Office
* Previous interaction with tribal governments, public agencies, or permitting officials
* HAZWOPER, First Aid/CPR, or erosion control certifications a plus

**Work Environment & Travel**

* Mix of office/remote work and fieldwork in wetland, riparian, and upland environments
* Occasional travel for site visits, agency meetings, or multi-day field efforts
* Fieldwork may include hiking, carry equipment, and work in variable weather

**Wage & Benefits**

Wage Range: $35.00 - $50.00 DOE

Benefits: For those working over 32 hours weekly are eligible for: Employer Paid Health, Vision & Dental, Company Retirement Contributions, Paid Time Off, Professional Development Opportunities, Home Office Stipend, Flexible Work Schedule

**About MSAC**

Marine Surveys & Assessments is a woman-owned environmental consulting cooperative based in Port Townsend, WA. We specialize in wetland and marine ecology, restoration, permitting, and monitoring in support of public infrastructure, coastal resilience, and habitat recovery across the Pacific Northwest.

**How to Apply**

Please send your resume and a brief email expressing your interest to [Carolyn@MSAenvironmental.com](mailto:Carolyn@MSAenvironmental.com) Position open until filled.