

# #40581 - 19-1020 BIOL SCIENTISTS-3 - External

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## BIOLOGIST II(Job Id 40581)

**Location:** US:NH:CONCORD

**Occupation** 19-0000 Life  
**Category:** Physical and Social  
Science Occupations

**Employment Type:** FULL-TIME

**Post Date:** 05/14/2024

**Close Date:** 05/28/2024

**Salary:** 24.900-33.470  
USD

## Description

State of New Hampshire Job Posting

NH FISH AND GAME DEPARTMENT

Wildlife Division/Non-Game

11 Hazen Drive, Concord, NH 03301

Endangered Species and Environmental Review Biologist

Biologist II

Position # 9T3159

Full time \$ 24.90- \$ 33.47 Hourly

37.5 hours weekly

**\*See total compensation information at the bottom of announcement.**

**This position is currently funded through June 30,2025**

The State of New Hampshire, Fish and Game Department, Wildlife Division has a full-time vacancy for Biologist II.

### Summary:

To coordinate the review, analysis, and evaluation of potential impacts to rare, threatened, and endangered wildlife following established professional standards and protocols. To recommend mitigation strategies to avoid and minimize impacts to rare, threatened, and endangered wildlife.

YOUR EXPERIENCE COUNTS - Under a recent change to the rules, an applicant's relevant experience now counts towards formal education degrees referenced below! *See Per 405.1.*

18 Months of additional relevant experience = Associate's degree

36 Months of additional relevant experience = Bachelor's degree

54 Months of additional relevant experience = Master's degree

**Responsibilities:**

Reviews and evaluates the adequacy of project related materials and documents submitted to the Department. Researches and identifies additional information and studies necessary to complete project reviews and communicates findings to project applicants.

Coordinates project review and develops recommended conservation measures to avoid, minimize and mitigate impacts to rare, threatened and endangered wildlife, consistent with state law, policy and review timeframes. Confers with Department staff, state and federal agencies, stakeholders and applicants to gather project related information necessary for generating recommended conservation measures.

Conducts meetings with project applicants and/or their representatives and performs site investigations, as needed, to evaluate potential impacts. Communicates the Department role, standards and protocols in conducting project reviews and presents initial findings on project materials and proposed activities.

Reviews and approves environmental documents and reports. Analyzes scientific literature and confers with colleagues to ensure documents and conservation measures are based on the best available science.

Prepares publications and reports using technical data gathered and provides Department responses to project requests. Responds to information requests from the public, state or federal agencies or other parties pertaining to Department role in project reviews.

Prepares letters, reports, and oral communications to convey and defend the Department's position, recommendations and statutory authorities regarding impacts to rare, threatened and endangered wildlife from projects and activities that have been or will be evaluated by the Department's environmental review program. Gathers documents pertaining to Right-To-Know requests from the public as required by state law and statutory timeframes for response.

Recommends, prepares and develops technical assistance materials to communicate project review needs and environmental review procedures. Develops protocols, best management practices and other documents, and website content, concerning protecting and limiting activity in sensitive habitats.

Coordinates with the Department of Natural and Cultural Resources, Natural Heritage Bureau on the maintenance, display, and use of element occurrence wildlife data. Develops long-range research and management plans to evaluate the effectiveness of conservation measures. Participates in projects designed to evaluate, safeguard and perpetuate the conservation of endangered wildlife.

Confers with supervisors and other environmental review staff to recommend changes to administrative rules or agency procedures for permitting and enforcement that will result in improved conservation of wildlife species of concern.

**MINIMUM QUALIFICATIONS:**

Education: Master's degree from a recognized college or university with major in biology, wildlife or fisheries management, or a related biological science. Each additional year of approved formal education may be substituted for one year of required work experience.

Experience: Two years' experience in work at a professional level in wildlife, fisheries, or aquatic biology research management or in another field related to the area in which the vacancy exists. Each additional year of approved work experience may be substituted for one year of required formal education at the graduate level only.

Candidates with relevant experience are encouraged to apply and provide detailed information on that experience as it may be able to considered in lieu of required formal education. However, those same years of relevant experience that are considered in place of formal education cannot also be used to satisfy years of required experience.

License/Certification: Must possess a valid driver's license. Motor Vehicle Record (MVR) must meet the minimum standards as established by the agency.

**PREFERRED QUALIFICATIONS:**

Prior experience with environmental review preferred.

**PREFERRED WORK TRAITS:**

Knowledge of New Hampshire wildlife species and their habitat relationships, especially rare or endangered wildlife. Knowledge of state and federal environmental laws and regulations. Ability to compile and analyze data, prepare tables, keep detailed records and write reports of a somewhat technical nature. Ability to interpret regulations and policies and explain them to the public. Ability to interpret and evaluate maps and engineering plans, specifications and technical documents. Ability to communicate clearly and concisely in oral and written form. Ability to establish and maintain effective working relationships. Ability to work independently in performing work duties while maintaining compliance with state laws and regulatory timeframes. Requires regular interaction with co-workers to perform work duties and may include supervision of other employees, including scheduling work, recommending leave, reviewing work for accuracy, performance appraisal, or interviewing applicants for position vacancies.

**SPECIAL REQUIREMENTS:**

Must maintain compliance with state laws and regulatory timeframes.

DISCLAIMER STATEMENT: The supplemental job description lists the essential functions of the position and is not intended to include every job duty and responsibility specific to a position. An employee may be required to perform other related duties not listed on the supplemental job description provided that such duties are characteristic of the classification.

For further information please contact Kevin Sullivan, Supervisor IV kevin.m.sullivan@wildlife.nh.gov (603) 271-2605 or Dee Grimes Human Recourse Administrator deirdre.l.grimes@wildlife.nh.gov (603)-271-2496

**\*TOTAL COMPENSATION INFORMATION**

The State of NH total compensation package features an outstanding set of employee benefits, including:

**HMO or POS Medical and Prescription Drug Benefits:**

The actual value of State-paid health benefits is based on the employee's union status, and employee per pay period health benefit contributions will vary depending on the type of plan selected.

See this link for details on State-paid health benefits: <https://das.nh.gov/hr/benefits.html>

**Value of State's share of Employee's Retirement:** 13.85% of pay

**Other Benefits:**

- o Dental Plan at minimal cost for employees and their families (\$500-\$1800 value)
- o Flexible Spending healthcare and childcare reimbursement accounts
- o State defined benefit retirement plan and Deferred Compensation 457(b) plan
- o Work/life balance flexible schedules, paid holidays and generous leave plan
- o \$50,000 state-paid life insurance plus additional low cost group life insurance
- o Incentive-based Wellness Program (ability to earn up to \$500)

**Total Compensation Statement Worksheet:**

[https://das.nh.gov/documents/hr/JobSearch/FINAL\\_TOTAL\\_COMP\\_STATEMENT\\_ISSUE.xlsx](https://das.nh.gov/documents/hr/JobSearch/FINAL_TOTAL_COMP_STATEMENT_ISSUE.xlsx)

**Want the specifics?** Explore the Benefits of State Employment on our website:

<https://das.nh.gov/hr/documents/BenefitBrochure.pdf>

<https://das.nh.gov/hr/index.aspx>

EOE

TDD Access: Relay NH 1-800-735-2964