

Malacologist / Aquatic Ecology Project Manager

An emerging leader in environmental consulting, Environmental Solutions & Innovations, Inc. (ESI) seamlessly merges real-world field expertise, scientific acumen, and comprehensive knowledge of the regulatory framework to assist clients balance societal needs with conservation and enhancement of natural and cultural assets. Our support of various industries and governmental agencies spans the biological sciences, archaeology, and civil engineering and ranges geographically across the U.S.

ESI seeks to add a Federally-permitted field malacologist to our Aquatics Team. Projects requiring aquatic field surveys typically facilitate environmental compliance and permitting for government or energy infrastructure projects. Responsibilities include a mix of office and field aspects, as defined below.

Responsibilities

- Design and lead aquatic field surveys for mussels, fish, crayfish, and/or other macroinvertebrates. Requisite capabilities include species identification, data collection, specimen preservation, and management and supervision of the on-site field staff.
- Produce technical survey reports in accordance with current scientific writing standards, regulatory agency requirements and/or function as a technical reviewer for aquatic ecology reports prepared by other ecology staff.
- Contribute to aquatic ecology sections of complex, multidisciplinary environmental documentation efforts, including Biological Assessments, Environmental Impact Statements and Management Plans.
- Participate in management, maintenance, and calibration of aquatic field equipment (e.g., boats, scuba, and sample meters, etc.).
- Manage all aspects related to aquatic ecology for small to medium sized projects, including personnel resourcing, field efforts, document production and client and agency coordination.
- Actively engage in marketing activities, including client communication, preparation of technical proposals containing scope, timelines and cost estimates.
- Participate in technical, industry, and/or other professional conferences.
- Mentoring, including leading discrete sections of periodic ESI-internal education seminars to foster growth and development of junior biologists.
- Actively participate in terrestrial or other non-aquatic work during periods of diminished workload.

Minimum Qualifications

- Bachelor's degree in aquatic ecology or related field.



- 6 or more years of professional work experience (consulting, government agency, NGO, etc.).
- Current state and federal (Section 10(a)(1) scientific collection permits for protected freshwater mussels.
- Open water dive certification (i.e., PADI or ADCI).
- Able to compose grammatically and structurally correct sentences and paragraphs and proficient in Microsoft Office (Word, Excel, Outlook).
- Possess a valid driver's license.
- Willingness and ability to travel a minimum of 30% for fieldwork and up to 10% additional for professional development, marketing and agency or client meetings.

Preferred Experience

- Diving under adverse conditions (low – zero visibility, swift currents, in mud and debris) in large rivers, lakes, and streams.
- Advanced diving certification(s).
- Boater education / operator license.
- Boat towing.
- Field expertise with a variety of aquatic taxa, survey methods/protocols, and equipment.
- Advanced college degree in aquatic ecology or related field.
- Statistical analysis packages (SAS, SPSS, etc.).
- Knowledge and understanding of regulatory compliance requirements, and permitting, and document writing (NEPA, ESA, CWA, etc.).
- Conservation, natural resource, and water conservation planning, mitigation and compliance monitoring.
- CWA 316(a) & 316(b).
- General marketing, proposal generation, and Client Management

Physical Requirements

Physical demands must be met to safely and successfully perform essential functions of this position. Tasks regularly require:

- Swimming, scuba, sitting, standing, walking long distances, driving watercraft, climbing ladders, stooping, kneeling, crouching, and crawling.
- Manual dexterity to handle objects and tools.
- Ability to walk on uneven terrain.



- Lifting, carrying, and/or moving up to 30 pounds.

Salary & Benefits

ESI has standardized and transparent pay ranges based upon education and experience. The anticipated base annual (2080 hours) salary pay range for the qualifications listed above is \$83,000 to \$94,000 per year. Individuals with more or less experience are invited to apply, with the understanding that the associated salary will likewise vary accordingly.

Location

Preference is for the position to be based in Cincinnati, Ohio (ESI Headquarters); however, a well-qualified candidate may be based out of the Ravenna, OH, Pittsburgh, PA, Teays Valley, WV, or Indianapolis, IN office. A fully remote position is available for well-qualified individuals located in the mid-west or mid-Atlantic regions.

While fully embracing the benefits of remote work catalyzed by the COVID-19 pandemic, ESI also believes in the undeniable benefits of face-to-face communication. To that end, office-based employees are afforded a flexible office work schedule, reporting to physical locations on average 2 days per week.

How to apply:

Please use the email subject “Malacologist / Project Manager” and send a resume to Employment@envsi.com

Environmental Solutions & Innovations, Inc. is an Equal Employment Opportunity employer. It provides equal employment opportunities to all employees and applicants for employment without regard to race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, age, disability, or veteran status.





Benefits and Total Rewards Summary 2024

Paid Time Off (PTO)

ESI provides compensated leave for vacation, personal and sick time as one comprehensive bucket identified as “Paid Time Off” or PTO. All full-time (2,080+ hours), salaried employees are eligible for PTO from their first day of work, accrued per pay period based on years of service with the company. After one (1) year of service, *pro re nata* (PRN) employees qualify for PTO, accrued in one lump sum annually, based on the number of years of service and the number of hours worked *in the prior calendar year*. The table below identifies the PTO accrual based on years of service and annual hours worked.

Hours Worked	680	1040	1560	Full Time, Salaried
From Start	-	-	-	128 Hours
After 1 year	40 Hours	64 Hours	96 Hours	128 Hours
After 2 years	56 Hours	80 Hours	120 Hours	160 Hours
After 5 years	64 Hours	100 Hours	150 Hours	200 Hours
After 10 years	64 Hours	100 Hours	150 Hours	240 Hours

PTO may be taken in 4- or 8-hour increments. A maximum of 8 hours of PTO may be claimed per 24-hour period. PRN employees may claim PTO at any time of year, including during a work leave of absence. Likewise for PRN employees, PTO is always paid at the “straight time” rate and does not contribute to “hours worked” for the calculation of hours eligible for overtime wages, regardless of when it is recorded in the pay week.

Accrued, unused PTO for all staff is rolled from one year to the next, up to a maximum of 320 hours’ worth, after which the excess amount is paid out to the employee. All accrued, unused PTO is paid out upon an employee’s departure from the organization.

Accrued, unused PTO for PRN staff that is not used by January 31 is automatically paid out to the employee.

Employer Sponsored Healthcare Coverage (Medical, Dental, and Vision)

● **Full Time, Salaried:**

ESI pays 100% of employee’s healthcare coverage for all full-time, salaried professionals. For

employees with spouses, children, or other qualified dependents, ESI pays 50% of those premiums. Employees may elect to enroll in just one or all the various types of coverages, for themselves and/or their families. Anthem Blue Cross/Blue Shield bi-weekly premium payroll deductions for full- time, salaried staff with dependents are as follows:

	Employee	Spouse	Child(ren)	Family
Medical	-	\$130.37	\$74.87	\$227.10
Dental	-	\$5.73	\$11.10	17.31
Vision	-	\$1.29	\$1.16	2.55



● **PRN**

Starting in the second year of employment, all PRN staff working more than 624 hours in the prior year are eligible to participate in ESI’s healthcare coverage. The percentage paid by ESI is determined by the number of hours worked in the prior calendar year. Employees may elect to enroll in just one or all of the offered coverages.

Hours Worked Per Calendar Year	ESI Pays	Employee Pays
1,560	100%	0%
1,040	70%	30%
832	50%	50%
624	40%	60%

Dependent coverage is available, employee pays 100% of dependent premiums.

Paid Holidays

● **Full-time**

ESI currently provides 10 paid holidays (8 hours per each) for full-time, salaried employees in each calendar year:

- New Year’s (1)
- Memorial Day (1)
- Independence Day (1)
- Labor Day (1)
- Election Day (1)
- The day before, Thanksgiving, and the day after (3)
- December 24 & 25 (2)

● **PRN**

All PRN staff working BOTH the normal business day before and normal business day after a company holiday receive eight (8) hours of compensated time off OR 2X pay for time worked, depending on project schedules.

401(k) Plan

- After 1 year of service and the next plan entry date (1 January and 1 July), all employees working more than 1,000 hours in the prior year are eligible to participate in ESI’s 401(k) plan via salary deferral and receive a matching contribution.
- Employer matching contributions on up to 5% of salary deferrals.
- Additional discretionary matching and/or profit-sharing contributions may also be made, on a year-to-year basis.



Benefits Available Exclusively to Full Time Salaried Staff

- **Parental Leave**
 - ESI offers 8 weeks (320 hours) of compensated time off work (“Parental Leave”) once per employee, per occurrence and once per calendar year. The employee may take the allotted Parental Leave pay in one continuous period of leave or in increments of as little as one hour, at any time during the first 12 months after the event.
- **Flexible Spending Account (FSA)**
- **100% Employer Paid Accidental Death and Dismemberment** (\$40,000 benefit through Anthem BCBS) and Group Term Life (\$40,000 benefit through Anthem BCBS).
- **100% Employer Paid Short- and Long-Term Disability:** All full-time employees are automatically enrolled into both coverages (currently through Reliance Standard).
 - Short Term Disability (STD): Benefit 60% of weekly earnings to a weekly maximum of \$1,000 (weekly minimum of \$10).
 - Long Term Disability (LTD): Benefit 60% of monthly earnings to a monthly maximum of \$5,000 (with a monthly minimum of \$100).