



## JOB DESCRIPTION

**POSITION TITLE:** Park Biologist  
**STATUS:** Full Time, Exempt  
**SALARY GRADE:** 24

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### JOB CONTENT:

#### 1. Role:

At Summit Metro Parks our job is to collect, protect and perfect natural areas and biodiversity in and around Summit County for the perpetual benefit and enjoyment of our residents. As a full time biologist in our Conservation Department, your role is to provide direction toward this end primarily through ecological monitoring and assessment. However, the selected candidate will bring a passion for science, ecology, and saving planet Earth, as well as a demonstrated ability to CREATE natural resource projects and programs that push the limits of conservation and inspire the everyday citizen to act.

Work ethic, emotional intelligence and effective oral and written communication are an essential part of the job. So, although you may be highly skilled, brains are not worth more than a hard day's work - your duties will still include hauling field equipment, cutting brush, and cleaning up after yourself. As part of a diverse group of scientists, none of whom may agree on what conservation means, you will need to know when and how to stand your ground, even with those in authority, while maintaining the humility to always consider that you may be wrong - *you gotta know when to hold em, know when to fold em, know when to walk away, know when to run*. You should have the ability to hold audiences spell-bound while clearly explaining deep ecological concepts.

#### 2. Typical Daily Responsibilities:

- Implement and continue development of Summit Metro Parks' PHIELD Method across park district on recurrent (e.g every 5-10 yrs) basis.
- Identify, delineate and assess habitats, based on plant associations and environmental conditions.
- Utilize standard habitat monitoring protocols, such as Ohio's ORAM, HHEI, SQM, VIBI, FQAI, etc.
- Perform, record and track conditions of habitats, flora and fauna across the district as necessary and/or directed.
- Locate, monitor and manage rare species and habitats.
- Control nonnative and overabundant species using mechanical, chemical and biological means as appropriate and/or directed.
- Perform jurisdictional wetlands (and other waters) determinations, delineations, assessments and reports according to U.S. Army Corps of Engineers and Ohio EPA standards.

- Utilize current data collection and storage technologies (such as GPS, remote sensing, CAD, GIS, database, and web-based systems) to catalog and track natural resources for district use and easy retrieval.
- Implement programs to address threats to regional biodiversity, such as invasive species, habitat degradation/fragmentation and stormwater. Design and oversee various other natural resource management projects, including wetland mitigation and habitat restorations.
- Assist with the preparation of cultural resource management plans, environmental documentation and permit applications, such as those required for CWAs or NEPA compliance. Produce various mapping products and datasets as necessary.
- Additional tasks may include, but are not limited to: plant and animal propagation, assistance with cultural resource identification, public speaking, community involvement, grant writing, etc.
- Cooperate with a team of multi-disciplinary scientists. Oversee seasonal and part-time park biologists, including assisting with candidate selection, scheduling and supervising staff.
- Assist with various Citizen Science Programs, working with and supervising volunteers and members of the public.
- Represent Summit Metro Parks at professional meetings, conferences, and symposia.
- Stay current in professional field.
- Write technical reports and interpretive literature pertaining to resource management efforts.
- Develop & maintain procedural manuals for areas of responsibility.
- Regular attendance as required.

#### **REQUIRED QUALIFICATIONS:**

- Bachelor's degree in related field with several years of comparable experience.
- Strong knowledge of and ability to identify local flora and fauna.
- Training and experience in jurisdictional wetlands (and other waters) delineation.
- Demonstrated written and oral communication and presentation skills.
- Fluent with PC/Windows & iPad/iOS, Microsoft Office & ArcGIS.
- Demonstrated organizational skills and time management.
- Demonstrated problem solving and analytical skills.
- Demonstrated emotional intelligence including self-awareness and accurate self-assessment,

sensitivity and empathy, openness, reliability, and consistency.

- Proven track record of establishing and maintaining critical relationships internally and externally.
- Demonstrated trust, integrity and credibility.
- Conflict resolution skills.
- Valid Ohio driver's license and drug screen (including THC and alcohol) results deemed favorable in accordance with Summit Metro Parks policy required.

### **ESSENTIAL PHYSICAL DEMANDS AND WORKING ENVIRONMENT:**

While performing the duties of this job, the employee is regularly required to stand, walk (often on uneven terrain), talk and hear. The employee is frequently required to use hands to finger, handle or feel and is required to reach with hands and arms. The employee is required to sit, climb or balance, stoop, kneel, crouch or crawl, taste or smell. The employee must regularly lift and/or move up to 25 pounds and may occasionally lift and/or move up to 50 pounds. Specific vision abilities required by this job include close vision, distance vision, peripheral vision, depth perception, and ability to adjust focus.

The employee must be self-motivated and comfortable working alone. While performing the duties of this job, the employee is regularly exposed to extreme outdoor weather conditions including temperatures, humidity, steep topography, aquatic habitats, fumes or airborne particles, and confined spaces. The employee may be exposed to body fluids of others while performing first aid/rescue procedures.

### **CONDITIONS OF CONTINUED EMPLOYMENT:**

- Must have or obtain Ohio Pesticide Applicator license within one year of employment.
- Must have or obtain First Aid/CPR certification within two years of employment.
- Must successfully complete a one-year probationary period (six months for internal hires).