



Environmental Science Associates (ESA) - Sr. Associate CEQA/NEPA

Environmental Science Associates (ESA) is an environmental science, planning, and design consulting firm committed to the principles of sound science, technical excellence, integrity, and the promotion of outstanding decision making and sustainability. As a 100-percent employee-owned company with offices in California, Washington, Oregon and Florida, continuing to meet the needs of our clients as well as the strategic aspirations of our employee-owners requires that we look to add the very best professional talent throughout our practices and offices.

Specializing in project planning, environmental analysis and assessment, natural and cultural resources management, environmental restoration and design, and regulatory compliance, ESA's planners, technical specialists, scientists, historians, and designers provide critical thinking and in-depth analysis to guide successful policy development, project planning, and the creation of enduring multi-objective solutions. Joining ESA means becoming part of a family of environmental professionals for whom every day involves growing your career, learning, creativity, fun, and the satisfaction of knowing that you've contributed to outstanding iconic projects, improved environmental stewardship, and created a more sustainable future for our communities and wild places.

About the Position:

The ESA Northern California Community Development Group (Environmental Planning) is seeking a Senior Associate (Deputy Project Manager and technical analyst) to support the CEQA and NEPA process and documentation for a wide range of development projects, transportation and airport projects, and plans (i.e., general plans, specific plans). This position will manage small to medium projects with moderate direction and may serve as deputy project manager for complex EIRs, providing an opportunity to develop skills and advance to management of larger projects. The role involves direct client interaction; supporting the preparation of proposals responding to RFPs/RFQs; preparing environmental impact analyses primarily for non-technical topics; and managing ESA analysts and sub-consultants to prepare environmental documents. The position will be based in ESA's San Francisco, San Jose, Oakland, Sacramento, or Petaluma office.

Requirements:

The ideal candidate will have 3-5 years of experience preparing CEQA documents in the Bay Area or Sacramento area, and the ability both to provide technical and writing contributions to ongoing projects, lead small CEQA , and to participate in new business development. This role requires the initiative, confidence and tenacity to uphold ESA's strong work ethic and to work collaboratively in a multi-disciplinary environment. This role especially requires exceptional writing and editing capabilities, as well as a basic understanding of project financial management. Successful candidates will have a broad-based planning-related background, with hands-on CEQA experience. Technical expertise in one or more CEQA



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resource areas is a plus, although not required. The ideal candidate will have previous experience working for a private consulting firm, and experience working for a variety of clients including public agencies and private clients. Qualified candidates should have at least a BA/BS in a related discipline, a minimum of 5 years' experience; or Masters and a minimum of 3 years' experience.

Benefits:

ESA is owned entirely by its employees, creating a unique ownership culture rooted in a commitment to do work that matters, technical excellence and professional development. ESA's comprehensive compensation and benefits program reflects our commitment to our employees. Our benefits include: 401(k) Salary Deferral Plan with company match program, Employee Stock Ownership Plan, medical and dental insurance vision care, paid vacation, sick leave, 9 paid holidays, group term life insurance, short-term and long-term disability insurance, commuter/transit incentives, healthcare and daycare Flexible Spending Accounts (FSA), tuition reimbursement assistance, performance bonus plan, and employee referral bonus program.

How to Apply:

If you are interested in applying for this position, please visit the ESA Careers page at www.esassoc.com or follow the link below:

<https://www.paycomonline.net/v4/ats/web.php/jobs/ViewJobDetails?job=10289&clientkey=0A2A2B3498A92573DA13BE33E8BDD296>

Diversity:

At ESA, we value diversity and inclusion. Collaborating with colleagues from a variety of backgrounds, experiences, and perspectives leads to better solutions and opportunities for everyone. We celebrate the differences—age, color, physical ability, ethnicity, family or marital status, gender identity or expression, sexual orientation, language, national origin, race, religion, veteran status, and other characteristics—that make each of us unique. ESA's culture is built on mutual respect, recognizing that the collective sum of our individual differences and life experiences fosters our continued success and achievement, for our employee-owners and our clients.

ESA is an Equal Opportunity Employer, committed to a diverse and inclusive work environment. (EOE M/V/F/D)

Note: All applications received (if complete) will be reviewed by an employee of ESA for fit and experience. ESA does not utilize software or algorithms to prescreen resumes.