



## SENIOR BAT BIOLOGIST

ESI was founded by a bat biologist more than two decades ago and today is the premier bat-ecology consulting firm in the eastern U.S. ESI's diverse team of professional ecologists includes more than 25 federally permitted bat biologists possessing expertise with 5 federally-listed species within all life-stages and habitats, across all species' collective geographic ranges. The breadth and depth of ESI's expertise transcends simple presence-absence surveys to include aerial telemetry studies, intra-cave hibernacula studies, and comprehensive acoustic analysis. Indeed, ESI's founder co-authored the first Indiana Bat Habitat Suitability Index (HSI) model; one of ESI's current Principal Scientists advanced those concepts by combining species distribution models and Habitat Equivalency Analysis (HEA) for Habitat Conservation Planning (HCP). Likewise, another of ESI's Senior Scientists developed the first acoustic call library (that would become a foundational dataset for Echo Class, BCID and Kaleidoscope); one of ESI's current lead scientists conducts training classes to teach acoustic call analysis and visual vetting to state agency personnel. If you are bat biologist and want to work at a consulting firm where you can collaborate, learn, and grow among peers, ESI is the place for you.

Bat specialists at ESI are afforded opportunities to advance within the organization either via bat-focused technical growth or via broader, but more general, growth. (Given enough time, many individuals succeed at both.) Due to professional growth of existing staff, ESI currently has an opening for a "mid-level" bat biologist to support a variety of multi-disciplinary (primarily energy-related) projects throughout the U.S. What does "mid-level" mean at ESI?

The successful candidate will possess the experience, resourcefulness, wisdom, and courage to plan, coordinate, and execute bat project scopes of up to \$500,000 (and/or simultaneously juggle management of an equivalent amount of smaller projects that are cumulatively that large).

This includes:

- ◆ Preparation of accurate and achievable technical and cost proposals;
- ◆ Acting as a Field Supervisor for up to 10 bat field survey teams at a time (netting or acoustic; including management of personnel, equipment, land access, data accuracy and coordination with ESI's Project Manager and/or the Client);
- ◆ Writing, overseeing, and reviewing bat field survey project report deliverables (i.e., permits, reports, status assessments, etc.);
- ◆ Working knowledge of commonly used biological statistics and models, familiarity with a program equating to SAS or Program R, and ArcGIS Map or Pro;
- ◆ Independently completing significant portions of Endangered Species Act Section 7 and/or Section 10 documents, including robust data organization, analysis, and presentation;
- ◆ Mentoring junior ESI Scientists both in the field and office; and
- ◆ Spending most of the 15 May to 15 August season in the field, with occasional breaks during that window and occasional field requirements in spring, autumn, or winter.

## Top 3 Reasons to Work at Environmental Solutions & Innovations, Inc. (ESI)

1. Our collaborative and open-minded environment fosters the trust and support necessary to take calculated risks requisite for growth.
2. Our diverse and talented technical experts afford big-picture insights that elevate the quality of services we provide to Clients.
3. Our services help identify, conserve, and protect natural and cultural resources for future generations.

## ABOUT ESI

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

**HOW TO APPLY: Please use the email subject "Bat Biologist" and send a cover letter and resume to [Employment@ENVSI.com](mailto: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.*

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## SENIOR BAT BIOLOGIST

### Minimum Education / Qualifications

- ♦USFWS Section 10 Recovery permit for one or more federally listed bat species;
- ♦Bachelor's Degree + 6 years of experience (or equivalent) in Biology, Natural Resources, Wildlife, or a related discipline;
- ♦Demonstrable experience with preparation of Biological Assessments and/or Habitat Conservation Plans;
- ♦Working knowledge of bat ecology literature;
- ♦Intellectual curiosity and a growth mindset;
- ♦Positive attitude, with a team-first mentality; and
- ♦Self-motivated, detail-oriented, diligent, and resilient problem solver.

### Preferred Experience

- ♦Advanced Degree in environmental science or related field
- ♦VHF or GPS migratory/foraging animal movement experience
- ♦Familiarity with NABAT data submittals
- ♦Intra-cave winter hibernacula counts
- ♦Visual call vetting for acoustic data and familiarity with data-management workflows
- ♦Advanced statistical capabilities
- ♦Authorship of peer-reviewed publications related to bats
- ♦Field proficiency with taxa other than bats and/or wetlands
- ♦Rare species habitat mitigation (PRM or banks)
- ♦Working knowledge of NEPA, CWA, FERC Resource Reports, and other relevant environmental regulations at federal, state, and/or local levels;
- ♦Experience with Deltek project management and accounting software.
- ♦Possess third party certification (e.g., Certified Wildlife Biologist, Certified Ecologist, etc.)

### Location

This position may be located near one of ESI's existing offices or fully remote.

### Compensation

The base salary range for this position is \$77,000 to \$90,000 per year and does include Comp Time and/or Paid Overtime. All full-time team members at ESI are eligible for annual performance bonuses. ESI's standard fringe benefits are attached; this position entails 25 days per year of PTO. This position is advertised as a full-time technical role; however, half or two-thirds time positions (with proportional benefits as defined in the accompanying documentation) are also available. Likewise, if you feel you are overqualified for this position and still enjoy spending some of your time in the field, please reach out and let's have a conversation.



## Benefits and Total Rewards Summary 2025

### 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 the 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	-	\$136.88	\$78.61	\$238.46
Dental	-	\$6.01	\$11.66	\$18.18
Vision	-	\$1.29	\$1.16	\$2.55



## Environmental Solutions & Innovations, Inc.

### ● 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

- All employees are eligible to participate in ESI's 401(k) plan on the next plan entry date (1 January and 1 July), after date of hire via salary deferral and receive a matching contribution.
- All employees are automatically enrolled in the plan at a 3% salary deferral.
- Employees not wishing to participate in the ESI 401(k) plan must opt out via the plan administrator's website, [www.voya.com](http://www.voya.com).
- 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).