GENERAL SERVICES ADMINISTRATION

Federal Supply Service
Authorized Federal Supply Schedule Price List

On-line access to contract ordering information, terms and conditions, up-to-date pricing, and the option to create an electronic delivery order is available through GSA Advantage!™, a menu-driven database system. The INTERNET address for GSA Advantage!™ is: http://www.GSAAdvantage.gov.

Schedule for S.P. Cramer & Associates, Inc. – Multiple Award Schedule (MAS)
Federal Supply Group: Professional Services   Class:   F999
Contract Number: 47QRAA19D0045
Price list current as of Modification #PA-0004 effective 05/06/2021
For more information on ordering from Federal Supply Schedules go to the GSA Schedules page at https://www.gsa.gov/
Contract Period: February 05, 2019 - February 04, 2024

7525 Ambassador Place, Suite C
Portland, OR 97220

Business Size: Small Business

Telephone: (503) 491-9577
Extension: 
FAX Number: (503) 465-1940
Web Site: www.fishsciences.net
E-mail: olivia.hipes@fishsciences.net
Contract Administration: OLIVIA PEDERSON-HIPES

ENVIRONMENTAL SERVICES
CUSTOMER INFORMATION:

1a. Table of Awarded Special Item Number(s):

<table>
<thead>
<tr>
<th>SIN</th>
<th>SIN Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>541620</td>
<td>Environmental Consulting Services</td>
</tr>
<tr>
<td>611430</td>
<td>Professional and Management Development Training</td>
</tr>
<tr>
<td>541370GIS</td>
<td>Geographic Information Systems (GIS) Services</td>
</tr>
<tr>
<td>562910REM</td>
<td>Environmental Remediation Services</td>
</tr>
<tr>
<td>OLM</td>
<td>Order Level Materials</td>
</tr>
</tbody>
</table>

1b. Identification of the lowest priced model number and lowest unit price for that model for each special item number awarded in the contract. This price is the Government price based on a unit of one, exclusive of any quantity/dollar volume, prompt payment, or any other concession affecting price. Those contracts that have unit prices based on the geographic location of the customer, should show the range of the lowest price, and cite the areas to which the prices apply. See hourly rates chart under “Final Pricing” on page 4.

1c. If the Contractor is proposing hourly rates a description of all corresponding commercial job titles, experience, functional responsibility and education for those types of employees or subcontractors who will perform services shall be provided. Job titles, experience, functional responsibility and education details are listed on pages 12 – 17 under “Who Will Provide Services.”

2. Maximum Order: $1,000,000.00

3. Minimum Order: $100.00

4. Geographic Coverage (delivery Area): Domestic

5. Point(s) of production (city, county, and state or foreign country): Same as company address

6. Discount from list prices or statement of net price: Government net prices (discounts already deducted).

7. Quantity discounts: None

8. Prompt payment terms: Information for Ordering Offices: Prompt payment terms cannot be negotiated out of the contractual agreement in exchange for other concessions; Net 30 days

9. Foreign items (list items by country of origin): None

10a. Time of Delivery (Contractor insert number of days): Specified on the Task Order

10b. Expedited Delivery. The Contractor will insert the sentence “Items available for expedited delivery are noted in this price list.” under this heading. The Contractor may use a symbol of its choosing to highlight items in its price list that have expedited delivery: Contact Contractor
10c. Overnight and 2-day delivery. The Contractor will indicate whether overnight and 2-day delivery are available. Also, the Contractor will indicate that the schedule customer may contact the Contractor for rates for overnight and 2-day delivery: Contact Contractor.

10d. Urgent Requirements. The Contractor will note in its price list the “Urgent Requirements” clause of its contract and advise agencies that they can also contact the Contractor’s representative to effect a faster delivery: Contact Contractor.

11. F.O.B Points(s): Destination

12a. Ordering Address(es): Same as Contractor

12b. Ordering procedures: For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA’s), are found in Federal Acquisition Regulation (FAR) 8.405-3.

13. Payment address(es): Same as company address

14. Warranty provision.: Contractor’s standard commercial warranty.

15. Export Packing Charges (if applicable): N/A

16. Terms and conditions of rental, maintenance, and repair (if applicable): N/A

17. Terms and conditions of installation (if applicable): N/A

18a. Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices (if applicable): N/A

18b. Terms and conditions for any other services (if applicable): N/A

19. List of service and distribution points (if applicable): N/A

20. List of participating dealers (if applicable): N/A

21. Preventive maintenance (if applicable): N/A

22a. Environmental attributes, e.g., recycled content, energy efficiency, and/or reduced pollutants: N/A

22b. If applicable, indicate that Section 508 compliance information is available on Electronic and Information Technology (EIT) supplies and services and show where full details can be found (e.g. contactor’s website or other location.) The EIT standards can be found at: www.Section508.gov/. N/A

23. Data Universal Numbering System (DUNS) number: 013486167

24. Notification regarding registration in in System for Award Management (SAM) database: Registered and Active in SAM
Final Pricing: The rates shown below include the Industrial Funding Fee (IFF) of 0.75%.

<table>
<thead>
<tr>
<th>Labor Categories Pricing</th>
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<tbody>
<tr>
<td>Item</td>
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<tr>
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Service Contract Labor Standards (SCLS) Matrix

<table>
<thead>
<tr>
<th>SCLS Eligible Labor Category</th>
<th>SCLS Equivalent Code Title</th>
<th>Wage Determination No</th>
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</thead>
<tbody>
<tr>
<td>Senior Biologist Technician</td>
<td>30090 Environmental Tech</td>
<td>2015-5564</td>
</tr>
<tr>
<td>Biologist Technician</td>
<td>01111 General Clerk</td>
<td>2015-5564</td>
</tr>
</tbody>
</table>

Service Contract Labor Standards (SCLS) is applicable to this contract and it includes SCLS applicable labor categories. The prices for the indicated (***) SCLS labor categories are based on the U.S. Department of Labor Wage Determination Number(s) identified in the SCLS matrix. The prices awarded are in line with the geographic scope of the contract (i.e. nationwide).
Who we are...

*Cramer Fish Sciences is a multidisciplinary group of professionals that serve as leading advisors, investigators, and problem solvers for fish, environmental, and water resources issues.*

Cramer Fish Sciences (CFS) has a staff of 50 fisheries biologists, ecologists, physical scientists, statisticians, and molecular ecologists across the West Coast that apply advanced research methods and quantitative analyses to discover solutions for sustaining fish populations in concert with other watershed uses by humans. Since 1987, they have served government agencies, tribes, utilities, and varied organizations to resolve their toughest aquatic-resource issues, with a principle focus on salmonids and sturgeon. CFS has extensive experience resolving issues with fish habitat disturbances and improvements, fish passage, water use and hydro facility effects, harvest management, and fish hatcheries. CFS is known for synthesizing and translating complex scientific analyses into practical and understandable solutions for scientists, managers, and lay audiences. The mission of Cramer Fish Sciences is to provide quality, expert science which supports wise policy decisions and advances the field of natural resource management. CFS has a multi-decadal history of achieving firsts in introducing new field study methods, synthesizing fisheries information across regions and full life cycles, developing new analytical methods, and creating ESA Recovery Plans. Their scientific credibility across a wide spectrum of natural resource regulators, developers, and conservationists, combined with our advanced capabilities for research and quantitative analysis have enabled CFS to move clients past imposing hurdles with environmental issues.

Where we are...

<table>
<thead>
<tr>
<th></th>
<th>Oregon</th>
<th>California</th>
<th>Idaho</th>
<th>Washington</th>
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</thead>
<tbody>
<tr>
<td><strong>Corporate Office</strong></td>
<td><strong>Modeling Analysis &amp; Synthesis Lab</strong></td>
<td><strong>River Science &amp; Restoration Lab</strong></td>
<td><strong>Research &amp; Development Lab</strong></td>
<td><strong>Watershed Sciences Lab</strong></td>
</tr>
<tr>
<td>Fish Ecology Lab</td>
<td>7525 NE Ambassador Pl, Suite C Portland, OR 97220 (530) 491-9577</td>
<td>13300 New Airport Rd, Suite 102 Auburn, CA 95602 (530) 888-7773</td>
<td>901 McHenry Ave Suite D Modesto, CA 95350 (209) 544-1301</td>
<td>1125 12th Ave NW Suite B-1 Issaquah, WA 98027 (360) 456-4621</td>
</tr>
<tr>
<td></td>
<td><strong>Genidags Molecular Biology &amp; Genetics Lab</strong></td>
<td><strong>3300 Industrial Blvd Suite 100 West Sacramento, CA 95691 (916) 231-1681</strong></td>
<td><strong>Idaho Headquarters</strong></td>
<td><strong>317 W. 6th St Suite 204 Moscow, ID 83843 (888) 224-1221</strong></td>
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What We Do...

FISH SCIENCES: BRIDGING THE UNDERSTANDING GAP

Regulators, stakeholders, and conservationists can often have contentious perspectives on fish population and aquatic habitat challenges. Cramer Fish Sciences combines the extensive experience of its staff with a core discipline in fisheries sciences to help bridge that understanding gap.

Many of our senior scientists have served one to three decades as fish biologists with state, federal, and tribal fisheries agencies. We have studied virtually all major salmonid and sturgeon populations in the Pacific Northwest and have gained exceptional insight and influence in the fisheries profession.

Cramer Fish Sciences brings a lot to the table when helping our clients solve fisheries challenges. Our areas of expertise include:

**MONITORING AND RESEARCH**
- Long-term Field Sampling
- Innovative Technologies
- Statistical Sampling Design
- Method Optimization

**IMPACT ASSESSMENTS**
- Hydropower
- Water Diversion
- Forest Practices
- Urbanization/Land Use

**HARVEST MANAGEMENT**
- Harvest Rates
- Regulation Strategies
- Mixed Stock Analysis
- Selectivity and Latent Mortality

**HATCHERY EFFECTIVENESS**
- Hatchery/Wild Interactions
- Contribution Analysis
- Effectiveness Strategies
- Master Planning

**GENETICS**
- Genotype Analysis
- qPCR
- Risk Assessments
- Inheritance Dynamics

**FISH PASSAGE**
- Feasibility of Restoration
- Survival
- Delay
- Optimization

**FISH POPULATION DYNAMICS**
- Age
- Growth
- Survival
- Abundance
- Competition
- Predation
- Migration

**SAMPLING METHODS**
- Electrofishing
- Migrant Traps
- Collapsible Weirs
- Radio and Acoustic Tracking
- Tagging (PIT, CWT, Telemetry, etc.)
- Environmental DNA (eDNA)
- Our Patented Sampling Platform
- Underwater Video and Infrared Monitoring
- Snorkeling/Diving
WATERSHED PROCESSES: Cause and Effect

There are dramatic cause and effect relationships between human actions in watersheds and changes to fish habitat—and ultimately—fish populations. Cramer Fish Sciences has pioneered the development of analytical tools to predict these effects.

Several of our scientists have dual training in watersheds and fish biology. They study and analyze the relationships between watershed processes, fish habitat, and fish populations. This expertise gives our clients the unique ability to estimate the results of changes to the watersheds they manage.

**PRODUCTION POTENTIAL & CARRYING CAPACITY ESTIMATION**
- Unit Characteristic Method (UCM) for Streams
- Lake Rearing Capacity
- Limiting Factors Assessment
- Water Quality & Nutrient Effects
- Fish Presence/Absence Prediction
- Emigrating Salmon Habitat Estimation (ESHE) model

**RESTORATION METHODS**
- Woody Debris Recruitment
- Riparian Vegetation
- Gravel & Boulder Additions
- Floodplain Restoration
- Side Channel Development
- Constructed Channels
- Culvert Replacement

**FISH HABITAT SURVEYS**
- Existing Databases
- Standard State & Federal Protocols
- Fish Distribution
- Limiting Factors Identification

**TEMPERATURE EFFECTS**
- Monitoring
- Prediction via Modeling
- Suitability by Fish Species
- Influence on Fish Growth & Survival

**RESTORATION PLANNING**
- Needs Assessment
- Prioritization
- Strategy

**RIPARIAN VEGETATION**
- Shading Potential
- Woody Debris Supply
- Bank Stabilization

**FLOW EFFECTS**
- Hydrology Characterization
- Minimum Flow Assessments
- Flood/Scour Effects
- Pulse Flow & Fish Migration
- Incremental Change

**WATERSHED CHARACTERIZATIONS**
- GIS
- LIDAR
- Aerial Photography/Videography
- Geology
- Climate
- Hydrology

**CHANNEL STRUCTURE AND DYNAMICS**
- Sediment Supply/Composition
- Channel Modifications
- Change Potential

**INVASIVE SPECIES**
- Invasives Management Plan
- Species Impact Assessment
- Population Monitoring
- Eradication Planning
BIOSTATISTICS AND MODELING: Predictions and Trends

Cramer Fish Sciences has diverse experience in developing and applying advanced quantitative methods to fisheries and aquatic resource problems. Our staff includes biostatisticians and biologists that are expert in applying cutting edge statistical and computational techniques, translating and presenting results to a wide range of audiences, and developing solutions to real-world problems. We are recognized experts in the analysis of fish and fishery tagging information including mark-recapture, Coded Wire Tags (CWT), Passive Integrated Transponder (PIT), and telemetry data.

- Harvest Rates
- Regulation Strategies
- Mixed Stock Analysis
- Selectivity and Latent Mortality
- Time Series and Trends
- Multivariate Regression-Correlation
- Nonparametric Methods
- Cohort Reconstruction
- Mark-Recapture Survival and Abundance Estimates
- Maximum Likelihood Methods
- Bayesian Statistics
- Assumptions Testing
- Missing or Incomplete Data
- Risk Assessment
- Decision Analysis
- Experimental Design

Fish Habitat and System Modeling

Conceptual and quantitative models are valuable tools for organizing what we know about complex systems, identifying where critical information is lacking, and applying this understanding to identify, evaluate, or predict the results of alternative actions. All models by necessity must be simple abstractions of often intricate systems but, so long as we understand their limitations, models can provide unparalleled opportunities for education and new insights. We have extensive experience in the application, development, and evaluation of models, particularly of fish populations and relationships between fish and their habitats.

- Salmon Population Dynamics and Predictions
- Population Viability and Extinction Risk
- Juvenile Salmon Habitat Capacity
- Effects of Forest and Land-Use Practices on Streams and Salmon
- Fisheries and Hatcheries
- Salmon Stock-Recruitment
- Predator-Prey Relationships
- Multi-Species Analysis
- Growth and Bioenergetics
- Sturgeon Populations
- Wildlife Populations
- Physical Processes
- Deterministic and Stochastic Applications
- Multi-Disciplinary Approaches
ESTUARINE AND MARINE: *Species and Habitat*

Cramer Fish Sciences conducts research and develops methods that support the conservation and restoration of estuary and marine ecosystems and fish populations. We provide science-based solutions to help resource managers and stakeholders make more informed and effective management decisions. Fish Sciences utilizes multiple research, monitoring, and assessment techniques, and provides technical assistance for current issues including factors such as temperature, pollution, invasive species, and land and water resource use. We collaborate with conservation groups and individuals with specific expertise to provide the most effective solutions to current estuarine and marine science issues.

**OUR AREAS OF EXPERTISE:**
- Habitat Restoration and Design Development
- Effects of ocean harvest regulation
- Estuary and ocean ecology
- Salmonid estuary and ocean survival
- Salmonid estuary and ocean migration
- Ocean current/upwelling
- Pelagic species ecology and decline
- Food chain ecology
- Sediment transport modeling
- Seagrass community ecology

**Invasive Species**

Increasing numbers of alien invasive species threaten the unique biota of estuary and marine environments and the productivity of these watersheds. Cramer Fish Sciences strives to provide effective technology, methods, and information for responding to these new threats. We help develop, monitor and support effective science-based management of harmful non-native species throughout the West coast.

**OUR AREAS OF EXPERTISE:**
- Estuary and marine habitat assessment
- Invasive species management plans
- Eradication plans for alien species
- Species impact assessments
- Plans for reintroduction of native species
- Ballast water management
REGULATORY COMPLIANCE: *Navigating the Red Tape*

We design and implement compliance approaches tailored to our client’s specific project objectives and priorities. Our experienced staff effectively leads clients through all phases of regulatory processes associated with various Acts and Executive Orders including, but not limited to, federal and state Endangered Species Acts, National Environmental Policy Act and state equivalents, Clean Water Act, Floodplain Management, and Wetland Protection.

Our regulatory services include permit assistance, environmental assessments, permit applications, and supporting technical documentation for:

- NEPA, State Environmental Policy Act, and California Environmental Quality Act
- Federal Fish and Wildlife Coordination Act
- Federal Endangered Species Act- Sections 7 and 10
- Magnuson-Stevens Fishery Conservation and Management Act
- Habitat Conservation Plans
- Clean Water Act Section 401
- Clean Water Act Section 404
- U.S. Rivers and Harbors Act- Section 10
- Wetlands Delineation
- Oregon Department of Environmental Quality
- Oregon Division of State Lands
- Water Resource Departments
- State Water Resources Control Board
- California Endangered Species Act- Fish and Game Code Section 2081
- California Department of Fish and Game (CDFG) Streambed Alteration Agreements
- Local Agency Permits
Who Will Provide Services

Position Descriptions

Principal Scientist
Serve in a business development capacity for CFS, maintaining and developing relationships to attract and win profitable projects; Provide specialized, highly sought-after technical analysis and review on a variety of projects, and provide technical advice and counsel directly to clients; Lead or participate in all aspects of the project work including proposal/scope, project implementation, data analysis and report writing; Manage project budgets and communicate regularly with administrative staff and clients; Negotiate with clients on project scope and budget; Serve as the program lead on large projects; Oversee and review project tasks for scientists and specialists; Represent CFS at scientific conferences and give presentations and mentor junior scientists on presentations; Publishes papers in leading scientific journals; Perform other duties as assigned.

Minimum Education and Experience
M.S. or Ph.D. in fisheries, forestry, biology or equivalent science and 15 years or more of experience; Minimum of 5 years of Project Management experience; Demonstrated ability to obtain funding and lead projects from start to finish

Sr. Geneticist
Direct the genetics research work in pursuit of company’s scientific strategy; Serve as the primary Genidaqs business development consultant, identifying and pursuing opportunities to use Genidaqs unique capabilities to solve client problems; Develop proposals and pursue funding for scientific research in areas consistent with company scientific strategies and in support of the company’s business aims; Work closely with genetic laboratory operations to ensure that projects are delivered on time, on budget and to the agreed quality standard; Implement and monitor the annual and medium term scientific plans and genetics projects to meet overall strategic objectives and client needs; Lead the genetics research team, fostering a team-based culture, ensuring positive interactions with other teams, company members, and external collaborators; Identify scientific opportunities and competitive threats to the underlying research base of the company; Identify strategies, pursue funding, and maintain appropriate staffing of the genetics team to ensure that projects are completed in a cost-effective manner at agreed quality standard to sustain genetics capabilities; Represent and promote the scientific interests of the company via the publication of papers, production of reports, scientific presentations, and by encouraging and identifying opportunities for staff to do the same; Ensure effective internal communications both within the genetics team and across the company; Accountable for the effective financial management of the genetics team; Provide information to enable the creation of financial results and forecasts for the genetics team

Minimum Education and Experience
Ph.D. in population genetics, conservation genetics, fisheries genetics or molecular ecology. Demonstrated ability leading a research program. Ten (10) years direct experience applying genetics methods to natural resource management. Masters in genetics-related field may substitute for 1 year experience. PhD in genetics-related field may substitute for 3 years’ experience.
Sr. Molecular Biologist
Provide genetics laboratory information, products, and services by establishing specimen preparation procedures; in conjunction with lab staff, develop and implement data generating procedures; evaluating laboratory information; consult with genetics staff; ensure results are reported according to established protocols; Maintain genetics laboratory equipment performance by establishing quality standards; developing operations, quality, and troubleshooting procedures; ensuring staff compliance; certifying instrument performance; arranging equipment replacement, service, and repair; Oversee laboratory supply inventory by communicating with staff regarding inventory level, anticipate needed supplies, and authorize the purchase of supplies; Maintain genetic laboratory information by identifying information needs and problems; recommend improvements; write user manuals; train employees; Resolves problems by consulting with genetics staff, technical coordinators, project partners, and clients; attend meetings; Maintain quality results to exacting standards by participating in the quality assurance program; consulting with genetic staff; performing proficiency surveys; reviewing quality control and quality assurance programs; making adjustments in procedures; generating reports; maintaining records; Implement new tests, methods, instrumentation, and procedures by investigating alternatives; preparing proposals; developing and performing parallel testing; monitoring progress; Manage and coordinate field activities and collection procedures related to genetic projects; Implement the annual and medium term scientific plans and genetics projects to meet overall strategic objectives and client needs; Identify scientific opportunities and competitive threats to the underlying research base of the company

Minimum Education and Experience
Masters or PhD in Genetics or Molecular Biology or a minimum of 10 years direct experience working in or managing a genetics or molecular biology lab

Sr. Consultant
Provide specialized, highly sought-after technical analysis and review on a variety of projects, and provide technical advice and counsel directly to clients; Often serves as an unbiased, science based expert witness in contentious natural resource legal proceedings and/or regulatory policy debates; Serve as a role model for company values and operating principles; Demonstrate excellent collaboration, teamwork, and mentoring skills across all company functions, sites, partners, and customers. Effectively train/mentor CFS personnel to higher levels of contribution and leadership; Establish and maintain positive relationships with representatives of the environmental consulting industry, government agencies, and municipalities responsible for funding key environmental initiatives in which CFS will participate; Serve as a member of the CFS management team, collaborating across the company to advance CFS’ scientific leadership with clients and assisting with the management of the CFS organization; Key CFS business development resource, maintaining and developing relationships in order to attract and win profitable projects staffed by CFS personnel; Lead or participate in all aspects of the project work including proposal/scope, project implementation, data analysis and report writing. Develop new project opportunities with existing or new clients and manage project budgets and communicate regularly with administrative staff and clients; Act as supervisory lead on large projects and oversee and review tasks of other staff including Biologists’ work in order to meet deadlines; Represent CFS at Scientific conferences and give presentations to further awareness of the organization’s mission and activities; Perform other duties as assigned

Minimum Education and Experience
Bachelor’s degree in fisheries, biology or equivalent science related field plus successful and sustained demonstration of results in Senior Scientist and Biologist positions; M.S. or Ph.D. in a science related discipline a plus; First author on peer reviewed scientific publications; Minimum of 10 years Project Management experience
**Sr. Scientist**
Provide specialized, highly sought-after technical analysis and review on a variety of projects, and provide technical advice and counsel directly to clients; Lead or participate in all aspects of the project work including proposal/scope, project implementation, data analysis and report writing; Manage project budgets and communicate regularly with administrative staff and clients; Negotiate with clients on project scope and budget; Serve as the program lead on large projects; Oversee and review project tasks for scientists and specialists; Represent CFS at scientific conferences and give presentations and mentor junior scientists on presentations; Publish papers in leading scientific journals; Perform other duties as assigned.

**Minimum Education and Experience**
M.S. or Ph.D. in fisheries, forestry, biology or equivalent science and 15 years or more of experience; Minimum of 5 years of Project Management experience; Demonstrated ability to obtain funding and lead projects from start to finish

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**Sr. Biometrician**
Applied experience with quantitative data analysis and statistical modeling pertaining to West Coast anadromous and resident salmonid ecology and resource management; Knowledge and experience with a variety of statistical analyses, programming languages (particularly R); Experience analyzing large data sets; Collaborate with biologists to develop simulation models and quantitative assessments for ecological data, (e.g., estimating abundance and survival from mark-recapture studies, relating resource management actions to behavior and life-cycle dynamics of salmonids or other sensitive aquatic organisms); Serve as a data analyst to develop experimental design for field studies and to creatively analyze data; Verbal and written communication skills including proven ability to publish in peer reviewed journals; Excellent computer skills including word processing, spreadsheets, computer modeling, programming, presentations, and statistical software; Effective working independently and in a team environment.

**Minimum Education and Experience**
Ph.D. plus 3 years experience (or Master’s degree plus 5 years experience) in statistics, fisheries, or related field

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**Project Manager I**
Maintain and develop industry relationships in order to attract and win relevant projects for CFS; Functions as a company Senior Scientist while leading all aspects of the project work including proposal/scope, project implementation, data analysis and report writing; Develops project objectives, tasks and budgets with clients and other CFS consultants; Works with CFS management to assign appropriate resources and ensures that tasks are performed according to contract expectations; Manages project deliverables through regular communication and project KPIs. Coordinates all project activity with CFS scientists, specialists and administrative staff, partners and clients; Achieves 75% billability utilization in combination of senior scientist and program manager roles; Represent CFS in client meetings and give presentations to further awareness of the organization’s work products and capabilities; Perform other duties as assigned; Coordinate staffing and collaboration with other offices to ensure projects are adequately staffed and have the right resources to meet project needs; Accountable for the effective financial management of designated projects

**Minimum Education and Experience**
Bachelor’s degree in Fisheries, Biology or an equivalent field; Minimum of 5 years Project Management experience
Biometrician
Very strong quantitative and programming skills; Knowledge and experience with a variety of statistical analyses, programming languages (particularly R), and with ecology and resource management is a plus; Collaborate with biologists to develop simulation models and quantitative assessments for ecological data, (e.g., estimating abundance and survival from mark-recapture studies, relating resource management actions to behavior and life-cycle dynamics of salmonids or other sensitive aquatic organisms); Serve as a data analyst to develop experimental design for field studies and to creatively analyze data; Write and edit technical documents; Design models to guide prioritization of recovery actions and to help monitor recovery success; Supervise data summarization and analysis by technicians and junior biologists; Provide critical review of reports and analyses conducted by others.

Minimum Education and Experience
M.S. with one or more years of experience with simulation modeling and statistics; Strong technical writing and advanced computer skills; Experience leading small to moderate sized projects; Highly-motivated, self-starter who can work independently and as part of a team

Science Writer
Provide technical editing of company reports, documents, manuscripts, and presentation slides; Assist with scientific writing of reports, documents, and manuscripts; Provide final document and presentation slide formatting, copy editing, and delivery to clients; Assist with developing and curating standing pool of content for proposals and grants; Oversee development of company standards and templates for deliverable documents and presentations; Demonstrate excellent collaboration skills across all company personnel, sites, partners, and customers; Achieve a 50% billable utilization rate (billable hours/(total hours minus holidays & vacations)) on a quarterly basis.

Minimum Education and Experience
B.A. or B.S. in a related science field and 5 or more years of experience with technical editing and scientific writing

Sr. Biologist
Manage and lead all efforts with regard to projects including supervision of staff and budget; Provide guidance and oversee hypothesis testing, data collection, statistical analysis and problem solving for various projects, studies and other assignments for clients; Develop scope, write proposals, objectives, tasks, and budget for small to medium projects; Manage and analyze spatial data using ArcGIS; Work closely with Senior Scientists to develop project reports including graphs, data summary, and interpretation; Serve as a task lead on multiple projects and guide Biologists and Technicians successfully in order to help support the project work and data collection needed; Maintain client relationships and distribute periodic project updates; Attend client meetings; Attend and present at scientific meetings; Conduct literature reviews and assist in or lead writing of scientific manuscripts for publication.

Minimum Education and Experience
M.S. or Ph.D. in fisheries, forestry, biology or related field plus 3-5 years of successful and sustained performance as a Biologist; Demonstrated skills in data management and entry, developing graphs and data analysis including communication of project methods and findings in presentations and reports; Demonstrated writing skills, as evidenced by authorship on reports and scientific publications
Technical Writer II
Searches, identifies, and shares relevant opportunities for business development (RFPs, RFQs, etc) with company scientists; Develops content for proposals; Coordinates compilation and final generation of customer project proposals as requested by company scientists; Updates staff bios, resumes, and project descriptions quarterly; Assists with writing, and provides expert technical editing and document formatting, for a variety of document types including but not limited to technical reports, articles, brochures, manuals, permit applications, patent applications, and journal manuscripts for billable client projects and to support company projects and objectives; Demonstrate excellent collaboration skills across all company personnel, sites, partners, and customers; Assist scientists with writing technical proposals and grants; Achieve a 50% billable utilization rate (billable hours/(total hours minus holidays & vacations)) on a quarterly basis
**Minimum Education and Experience**
B.A. or B.S. and 3-6 years of directly applicable experience.

GIS Analyst
Analyze and interpret data using ArcGIS (e.g., performing statistical analyses, preparing graphs and tables, create maps and figures), data management; Serve as a Task Lead on multiple projects; Assist with proposal preparation and environmental compliance documents (e.g., NEPA/CEQA); Draft project reports and manuscripts, providing project management support to project leads and presenting papers at scientific meetings; Maintain and query complex databases, prepare data for analysis, and use programming or database functions; As needed, participate in field work which may include sampling fish populations with a variety of methods and gears, such as rotary screw traps, seining, electrofishing, and snorkeling surveys; Provide insight with regards to several science disciplines including hydrology, fish biology, stream ecology, and ecosystem processes; Produce maps with creative graphical representation of analytical results; Present findings at scientific conferences and in publications; Perform other duties as assigned.
**Minimum Education and Experience** Bachelor’s degree in fisheries, environmental science, geospatial information systems, or related science and at least 3-5 years of related experience applying GIS methods to natural resource issues OR Master’s degree in fisheries, environmental science, geospatial information systems, or related science and at least 1 year of related experience; GIS certification from an accredited program; Demonstrated experience managing and analyzing spatial data using ArcGIS; Proficient with MS Office Suite and statistical packages (JMP, PC ORD, R); Proficiency with relational databases and their application to GIS; Familiarity with regional GIS datasets and efficient methods of data acquisition.

Biologist
Assist and/or lead field crews on multiple projects and guide Technicians successfully to help support the project work and data collection needed; Perform hands on work which may include fish trapping and tagging, visual estimation techniques (e.g., snorkeling, redd surveys), and physical habitat surveys; Follow outlines provided by Project Managers to develop annual project reports including data summaries and analysis; Test hypotheses, perform statistical analyses and problem solving for various projects, studies and other assignments; Conduct GIS/spatial data input, mapping, and summarizing; Manage logistical items such as purchasing of equipment and supplies, and assigning various duties and tasks to staff; Conduct literature reviews and increase familiarity with scientific literature relevant to projects; Perform other duties as assigned.
**Minimum Education and Experience** Bachelor’s degree in Fisheries, Forestry, Biology or an equivalent field and 3 years of related experience or Master’s degree in Fisheries, Forestry, Biology or an equivalent field and 1 year of related experience performing fisheries or wildlife studies; Proficient with MS Office Suite including Access; Demonstrated skills in data collection, entry, and analysis, developing graphs and communicating project methods and findings in presentations and reports
Senior Bio Technician **
Conduct lab work in a safe and efficient manner; Conduct field and lab work under supervision for a wide array of projects; Perform hands on work which may include fish trapping and tagging, visual estimation techniques (e.g., snorkeling, redd surveys), collecting data on the physical environment (e.g., water quality, channel bathymetry) and taking measurements of individual specimens; Implement logistical items such as purchasing of equipment and supplies; Perform other duties as assigned.

Minimum Education and Experience
Bachelor’s degree in Fisheries, Biology, or related science degree, six years of related experience, or a combination of undergraduate education and related experience; Proficient with MS Office Suite, including Access; Demonstrated skills in data collection, entry, and analysis, developing graphs and communicating project methods and findings in presentations and reports

Bio Technician **
Conduct lab work in a safe and efficient manner; Conduct field and lab work under supervision for a wide array of projects; Perform hands on work which may include fish trapping and tagging, visual estimation techniques (e.g., snorkeling, redd surveys), collecting data on the physical environment (e.g., water quality, channel bathymetry) and taking measurements of individual specimens; Implement logistical items such as purchasing of equipment and supplies; Perform other duties as assigned

Minimum Education and Experience
Bachelor’s degree in Fisheries, Biology, or related science degree, two years of related experience, or a combination of undergraduate education and related experience; Proficient with MS Office Suite, including Access; Demonstrated skills in data collection, entry, and analysis, developing graphs and communicating project methods and findings in presentations and reports

**Subject to SCLS