



State of California
California Energy Commission
DUTY STATEMENT
CEC-004 (Revised 4/2024)

Classification(s): Senior Environmental Scientist (Specialist)

Working Title: Senior Staff Biologist

Position Number: 535-760-0765-001

Division/Branch or Office: Siting, Transmission and Environmental Protection Division / Siting and Environmental Branch / Biological Resources Unit

Collective Bargaining Identifier (CBID): R10

Work Week Group (WWG): 2

Date Approved: July 30, 2026

Conflict of Interest (COI): ☒ Yes ☐ No

If yes, this position is responsible for making or participating in the making of governmental decisions that may potentially have a material effect on personal financial interests. The appointee is required to complete Form 700 within 30 days of appointment, which identifies pertinent personal financial information.

Job Description

Under the general direction of the Biological Resources Unit Supervisor, the Senior Environmental Scientist (Specialist) will serve as a lead scientific expert for biological resources and natural resources conservation associated with the certification, environmental review, and compliance verification of the most highly complex and extremely sensitive energy facility projects, policy, and planning studies in accordance with the Warren-Alquist Act and the California Environmental Quality Act (CEQA). The Senior Environmental Scientist (Specialist) is a subject matter expert and independently plans and conducts complex, critical environmental evaluations; reviews and interprets biological surveys, studies, and reports; conducts technical research; assesses potential impacts to species and habitats; and develops mitigation measures, monitoring requirements, and recommendations. The Senior Environmental Scientist (Specialist) formulates and develops solutions to extremely difficult and controversial issues on a wide range of projects.

The Senior Environmental Scientist (Specialist) prepares technically accurate environmental analyses, communicates complex scientific information to technical and non-technical audiences, and works collaboratively with agencies, stakeholders, industry representatives, consultants, and multidisciplinary teams to resolve complex environmental issues. The Senior Environmental Scientist (Specialist) may also act as a working team leader or as a lead person over a group of technical specialists or on the most complex projects.

Essential Duties

- 30% **Environmental Deliverables and Expert Testimony:** As a subject-matter expert, independently conduct and lead environmental impact assessments in the areas of biological resources and natural resources conservation for critical and sensitive investigations and studies related to power plant applications for certification, small power plant exemptions, notices of intention, compliance proceedings, and other CEC reports. Present findings and expert technical testimony at CEC hearings, workshops, and public meetings. May be called upon to coordinate the efforts of other analysts or researchers on other energy projects.
- 20% **Technical Analysis:** Identify, describe, and analyze critical and emerging sensitive issues related to biological resources and natural resources conservation, electrical energy production and transmission facilities, alternative energy technologies, energy research and development, and other CEC programs and policies. Apply scientific methods and principles to review and evaluate biological surveys, environmental studies, technical reports, and data; assess impacts to species, habitats, and communities; develop mitigation measures, monitoring requirements, and recommendations. Prepare environmental analyses and technical sections according to CEQA and the Warren-Alquist Act (e.g., initial studies, environmental impact reports, and CEC reports).
- 15% **Compliance Monitoring and Technical Assessments:** Evaluate complex power plant projects for compliance with conditions of certification related to biological resources to ensure that sensitive species, habitats, and other biological resources are protected. Review and analyze proposed amendments and changes to previously approved projects and develop recommendations to maintain compliance and avoid or minimize impacts to biological resources.
- 10% **Stakeholder Engagement:** Coordinate and work with federal, state, regional and local governments; environmental organizations and universities; special interest groups; Native Americans; and members of the general public to facilitate their participation and integrate diverse perspectives into CEC licensing and compliance programs. Facilitate information exchange, evaluate stakeholder concerns and scientific input to enhance environmental analyses, ensuring that recommendations and mitigation measures reflect the best available science and address stakeholder priorities. Incorporate relevant input into CEC staff's environmental analyses.
- 10% **Public Meeting and Workshop Coordination:** Plan, organize and conduct workshops and meetings for Commission projects, programs, and policies with staff, project applicants, the utilities, governmental agencies, private organizations, tribal representatives, and the public. Lead scientific discussions and present complex environmental information to diverse audiences to foster transparency, encourage informed participation, and build consensus around environmental issues. Ensure that workshops and meetings serve as platforms for gathering input, disseminating scientific findings, and advancing compliance with CEQA and the Warren-Alquist Act. Document outcomes and integrate feedback into project analyses and recommendations.
- 10% **Research and Site Visits:** Evaluate existing and proposed laws, ordinances, regulations, standards, and policies pertinent to biological resources and natural resources conservation



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aspects of proposed energy facilities and CEC programs. Conduct scientific research on existing and emerging energy technologies and infrastructure to evaluate potential impacts to biological resources. Conduct site visits as needed.

Marginal Duties

5% Perform other duties as required, consistent with the specifications of the classification.

Working Conditions

The CEC supports a hybrid workplace model with office-based and remote-centered workers. Limited in-person attendance and occasional travel may be required based on the needs of the division. Regular and consistent attendance is essential to successful performance. This position is remote-centered, which means the incumbent works 50 percent or more of their time from an alternate work location.

Diversity and Inclusion Statement

Serving all Californians, the CEC embodies diversity, equity, and inclusion, and has taken an active and meaningful role in creating an environment that enables each employee to thrive.

Employee's Acknowledgement: I certify that I am able to perform, with or without the assistance of a reasonable accommodation, the essential duties of this position.

Employee's Name (Print): _____

Employee's Signature: _____ **Date:** _____

Supervisor's Acknowledgment: I certify this duty statement represents a current and accurate description of the essential functions of this position. I have discussed the duties of this position with and provided the above-named employee a copy of this duty statement.

Supervisor's Name (Print): Ann Crisp

Supervisor's Signature: _____ **Date:** _____