

## Job Opportunity Announcement

**Title:** Environmental Scientist

**Pay:** Salaried position (compensation to match years of experience/education); benefits package included

**Company:** Adams Environmental, Inc.

**Location:** San Antonio, TX

**Office Address:** 13032 Nacogdoches Rd., Suite 214, San Antonio, Texas 78217

Adams Environmental, Inc. (AEI) is an environmental consulting firm based in San Antonio, Texas. AEI specializes in natural resources management, cultural resources management, wetland determinations and delineations, environmental baseline studies, NEPA-related projects, environmental due diligence (Phase I/II ESAs), and GIS analysis and mapping.

AEI is currently seeking a full-time Environmental Scientist with **3-7 years of relevant experience** to be based at AEI's office in San Antonio, Texas. This individual will be an integral part of AEI's team and must be willing to work closely with peers and management personnel in a small business setting. This individual will be primarily responsible for assisting the current Environmental Project Manager with fieldwork, data analysis, report preparation for projects and tasks related to natural resources management, as well as general environmental consulting services. Duties will also include client interactions, landowner coordination, business development/marketing, and proposal preparation over time with the company. Candidates meeting the qualifications below will be considered. Must bring consulting experience.

### Example Responsibilities

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- Ecological and wetland fieldwork:
  - Wetland delineations and determinations
  - Stream delineations and characterizations
  - Plant community composition surveys
  - Tree surveys
  - Threatened/Endangered plant and animal habitat assessments and surveys
  - Aquatic species relocation efforts for dewatering events during construction
  - Environmental construction monitoring
  
- Report preparation:
  - Preliminary Jurisdictional Determinations
  - Delineation of wetlands and streams
  - Nationwide Permit Pre-Construction Notification application packages
  - Individual Permit application packages
  - Environmental Assessments
  - Environmental Impact Statements
  - Environmental Documentation Reports for conservation easements
  - Airport Wildlife Hazard Assessments and Management Plans
  - Categorical Exclusions and NEPA checklist documentation
  - Mitigation design/planting/monitoring and associated reports for permitted projects under Section 404 of Clean Water Act
  - Tree preservation plans
  - Phase I Environmental Site Assessments (ESAs)
  - Phase II ESAs (including soil and groundwater sampling)

- GIS/GPS tasks:
  - Data collection in the field with handheld GPS units
  - Use of ArcGIS and Esri products to support Senior GIS Analyst with mapping/modeling tasks
  
- Administrative tasks and business development:
  - Coordinate with regulatory agencies
  - Coordinate activities of subcontractors on assigned projects
  - Participate in public involvement activities
  - Interact with clients
  - Coordinate with landowners for site access
  - Assist Environmental Project Manager and Owner/Marketing Director with marketing for pursuing new projects and clients
  - Assist with development of proposal responses to solicitations and with scoping, as needed
  - Assist management personnel with administrative items and marketing
  - Attend networking events, conferences, and professional organization meetings as requested

### **Required Qualifications**

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- Bachelor of Science degree in Biology, Wildlife Science, Botany, Geology, Environmental Science, Range Science, or other appropriate academic background
- Physically able to walk at least 10 miles in heat and rugged terrain, carrying up to 25 lbs of equipment/supplies
- Excellent writing and communication skills with the ability to multi-task
- Professional and self-motivated attitude
- Flexible and willing to travel for fieldwork
- Possess valid Texas driver's license

### **Preferred Qualifications**

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- 3-7 years relevant job experience
- Experience with GIS mapping and modeling (highlight coursework if applicable)
- Experience with ASTM E1527-21 for Phase I Environmental Site Assessments
- Ability to identify plants using taxonomic keys
- Familiarity with native tree species
- Experience in wetland and stream delineations
- Experience in bird, reptile, amphibian, small mammal, and/or large mammal identification

Typically, AEI's office hours are 8 am to 5 pm, Monday through Friday. These hours could vary from week to week and this position may be required to work more than 40 hours a week, depending on the fieldwork scheduled. Travel will be required with overnight stays possible. A majority of AEI's work is focused within Texas. This job listing does not state or imply that the above are the only duties and responsibilities assigned to the position.

Applicants are invited to submit a resume, AEI application form (with complete essay questions), cover letter, and college transcript to AEI's President, Mrs. Sable Kitchen, at [hr@adamsenvironmental.com](mailto:hr@adamsenvironmental.com). All four items must be received via email or by mail for applicant to be considered. Application packages are due by **June 15, 2026**, but early submission is encouraged. For any questions, please call or email Sable Kitchen. AEI's office number is (210) 858-6873. To learn more about AEI and to access our employment application, please visit our website at [www.adamsenv.com](http://www.adamsenv.com) and click on the "Careers" tab. We look forward to hearing from you!