



County of Volusia
**Environmental Specialist III - Sea Turtle Habitat
Conservation Plan Manager**

SALARY	\$69,739.00 - \$135,940.00 Annually	LOCATION	Daytona Beach, FL
JOB TYPE	Full-Time	JOB NUMBER	26-00953
DEPARTMENT	Growth and Resource Management	DIVISION	Environmental Management
OPENING DATE	02/13/2026	CLOSING DATE	2/27/2026 11:59 PM Eastern

Major Functions

The County of Volusia's Environmental Management Division is seeking an experienced and highly motivated Environmental Specialist III – *Working Title: Sea Turtle Habitat Conservation Plan Program Manager*. This position is located in Daytona Beach, Florida, and is responsible for ensuring compliance with the United States Fish and Wildlife Service Incidental Take Permit and Habitat Conservation Plan for beach driving, as well as reviewing coastal construction projects for compliance with the County Beach and Dunes ordinance and oversee the sea turtle lighting protection program in accordance with the County Sea Turtle Lighting ordinance. In addition, candidate requires a clear understanding of federal, state and other local government agencies' rules and regulations regarding protection and regulation of activities affecting protected coastal species. The candidate will be responsible for making sure the day-to-day functions of the activity run smoothly and that their own projects are complete. The position supervises two environmental specialists a contract worker and seasonal support staff. The candidate must be detail oriented and self-motivated.

Illustrative Duties

(Note: These are intended only as illustrations of the various types of work performed. The omission of specific duties does not exclude them from the position.)

- Manages environmental projects, studies or programs dealing with coastal habitat protection and enhancement, permitting, contracted activities, educational opportunities, training staff and contractors, and other tasks as required.
- Supervises and coordinates all Habitat Conservation Plan (HCP) program staff, contracts, and activities.
- Compiles information associated with the HCP program to be used in generating an annual report.
- Coordinates field office activities and provides staff direction.
- Provides public assistance and information through citizen contact.
- Provides expert testimony in code enforcement cases as needed.
- Makes presentations at public hearings and other public meetings.
- Conducts field inspections to identify and resolve HCP compliance issues as needed.
- Reviews and approves environmental permits.
- Reviews conditions for special event permits.
- Organizes and conducts volunteer programs.
- Responsible for program budgeting and budgeting requests.
- Acts as liaison with state and federal officials.

- Available to work outside of normal business hours and be on-call on weekends and holidays.
- May be assigned to other county locations based upon operational needs.
- Attends work on a regular and consistent basis.
- Must adhere to Federal, State, County and Local ordinances.
- Responds to emergency situations.
- Performs other duties as assigned.

Minimum Requirements

High school or GED **and** eight (8) years of experience in environmental management with a concentration in sea turtle habitat management, managing a sea turtle program, habitat conservation plan, or marine biology.

OR

Bachelor of Science (B.S.) degree in Biology, Environmental Science, Conservation, Zoology, Marine Biology or related field, **and** four (4) years of experience in environmental management with a concentration in sea turtle habitat management or marine biology

A comparable amount of education, training, or experience may be substituted for the minimum requirements.

Must possess a valid Florida driver's license at time of hire and maintain thereafter.

The preferred candidate, having met the requirements, will have at least three (3) years of experience working with environmental ordinances including activities pertaining to coastal construction and sea turtle lighting plan reviews and compliance and enforcement activities.

***Must possess a valid Florida Driver's License at the time of hire and maintain thereafter. ***

Knowledge, Skills & Abilities

- Knowledge of county and state environmental codes, ordinances and rules.
- Knowledge of the principles and practices of environmental science.
- Ability to organize, develop, and administer multiple projects and assignments.
- Ability to supervise subordinate personnel. Able to manage financial resources.
- Ability to meet and deal effectively with the general public and to explain and enforce regulations firmly, tactfully, and impartially.
- Ability to work effectively with other county, municipal, and state agencies and the general public.
- Ability to work under stressful conditions.
- Ability to interact effectively with others.
- Must be able to relocate to other county locations based upon operational needs.

ADA REQUIREMENTS:

Physical Requirements: Light to medium work. Ability to traverse undeveloped, uneven, wet broken terrain including sandy and rocky areas. Visual acuity (peripheral vision, depth perception) to operate motorized vehicles. Ability to talk, bend, squat, kneel, grasp, pull, and push. Ability to lift and carry (20 lbs.). Finger dexterity.

Mental Requirements: Ability to read and comprehend technical and professional journals and manuals, reports, blueprints, legal documents. Ability to write clearly and concisely memos, letters, reports. Ability to speak publicly and

extemporaneously on technical subjects. Ability to perform basic mathematical functions. Ability to analyze data and develop conclusions or recommendations.

Environmental Demands: Both inside and outside work. Exposure to inclement weather including humidity, heat, rain, cold, dust, mildew, noise, bright light, insects, and extended periods of time in the sun.

Volusia County is a drug free workplace and an Equal Opportunity Employer committed to a diverse workforce. Veterans' preference in accordance with federal, state, local laws.

Employer

County of Volusia

Address

125 W New York Avenue

DeLand, Florida, 32720

Phone

386-736-5951

Website

<http://www.volusia.org/humanresources>

Environmental Specialist III - Sea Turtle Habitat Conservation Plan Manager Supplemental Questionnaire

*QUESTION 1

NOTE: Your response to the following supplemental questions must match the information in the work experience section on your application. If your responses do not match, your application will be deemed incomplete and will disqualify you from further consideration.

I have read and understand the above statement.

*QUESTION 2

Do you possess a current Florida Driver's License?

Yes

No

*QUESTION 3

If you answered "No" to the previous question, will you be able to obtain a Florida driver's license at the time of hire if selected for the position?

Yes

No

Not Applicable

*QUESTION 4

Do you possess a high school diploma or GED and eight (8) years of experience in environmental management with a concentration in sea turtle habitat management, managing a sea turtle program, habitat conservation plan, or marine biology?

Yes

No

***QUESTION 5**

If you answered "Yes" to the previous question, please indicate the following:

- (1) the number of years,
- (2) position title
- (3) brief description of your experience and
- (4) the name of the agency/organization(s).

If you answered "No", please indicate N/A.

***QUESTION 6**

Do you have a Bachelor's degree in Biology, Environmental Science, Environmental Engineering Conservation, Zoology, Marine Biology or related field and four (4) years of experience in environmental management with a concentration in sea turtle habitat management or marine biology?

- Yes
- No

***QUESTION 7**

If you answered "Yes" to the previous questions, please indicate the following:

- (1) the number of years,
- (2) position title
- (3) brief description of your experience and
- (4) the name of the agency/organization(s).

If you answered "No", please indicate N/A.

***QUESTION 8**

Do you possess at least three years (3) years of experience with environmental with environmental ordinances including activities pertaining to coastal construction and sea turtle lighting plan reviews and compliance and enforcement activities? Are you able to lead or participate in sea turtle nest monitoring and shorebird identification surveys without further training?

- Yes
- No

***QUESTION 9**

If you answered "Yes" to the previous questions, please indicate the following:

- (1) the number of years,
- (2) position title
- (3) brief description of your experience and
- (4) the name of the agency/organization(s).

If you answered "No", please indicate N/A.

QUESTION 10

Do you possess at least three (3) years of experience working with GIS/GPS operation?

- Yes
- No

QUESTION 11

If you answered "Yes" to the previous questions, please indicate the following:

- (1) the number of years,
- (2) position title and
- (3) the name of the agency/organization(s).

If you answered "No", please indicate N/A.

*QUESTION 12

Have you ever worked as a temporary/lease employee for the County of Volusia?

- Yes
- No

QUESTION 13

If yes, please indicate when, position title and department/division. If no, please indicate N/A.

*QUESTION 14

Where did you hear about this position?

- County of Volusia website
- Indeed.com
- Orlandojobs.com
- Social Media sites (i.e. Facebook, Twitter, Linked In)
- Other

*QUESTION 15

If you answered "Other" to the previous question, please indicate which specific source.

* Required Question