

# Steven Mitchell

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## EDUCATION

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**Master of Environmental Science and Management** (June 2025)

**Bren School of Environmental Science & Management - University of California, Santa Barbara**

Specialization in Conservation Planning

Forest Sustainability Fellowship

Climate Adaptation Fellowship

**Bachelor of Science in Wildlife** (December 2015)

**California Polytechnic University, Humboldt**

Specialization in Conservation Biology & Applied Vertebrate Ecology

## EXPERIENCE

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**Teaching Assistant** (9/24–6/25)

**University of California, Santa Barbara**

- Served as a teaching assistant for the courses Intro to Ecology and Animal Physiology in the Ecology, Evolution and Marine Biology Department and Physical Geology in the Earth Sciences Department.
- Designed and taught content for discussion sections in the EEMB department.
- Taught and led lab sections in the Earth Sciences Department.

**Project Manager** (7/24–9/24)

**The Nature Conservancy in Colorado**, Remote

- Led a team of five graduate researchers in the development of an online decision-support toolkit for facilitating climate change adaptation in dry forest management.
- Collaborated with forest managers to identify barriers to adaptation measures and find solutions.
- Conducted stakeholder interviews, policy analysis, and sentiment analysis to quantify client priorities.

**Wildlife Program Lead** (4/21–10/21, 4/22–9/22, and 4/23–8/23)

**Mount Rainier National Park**, Ashford, WA

- Led and mentored junior biologists throughout three field seasons of threatened and endangered species monitoring, zoonotic disease surveillance, and mitigation of human-wildlife conflict.
- Spearheaded the transition from demographic surveys to bioacoustic monitoring of the park's northern spotted owl population and modernized data management while exceeding survey targets.
- Assumed leadership and supervision of the park's wildlife program during a multi-year senior staff vacancy, earning performance awards and bonus pay for exceptional service.
- Authored technical reports summarizing permitting processes, wildlife impacts, and mitigation measures for interdisciplinary planning teams and coordinated with state and federal agencies.
- Drafted Biological Assessments for ESA Section 7 consultations and contributed to Environmental Assessments and Environmental Impact Statements as part of the NEPA process.
- Managed field operations for a crew of eight technicians, including budget, permits, and safety.
- Conducted white-nose syndrome surveillance in bat roosts via capture & processing of up to 120 bats per night; led capture team when the usual bat lead was absent; conducted radio telemetry on bats.
- Mist-netted, handled, and processed forest passerines to monitor productivity and survivorship.
- Developed, updated, and maintained Access databases and GIS geodatabases, automated app-based data management, and produced data visualizations and maps to communicate monitoring findings.

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## EXPERIENCE (CONTINUED)

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### **Wildlife Biologist** (9/22–4/23)

#### **USDA National Wildlife Research Center**, Fort Collins, CO

- Led and organized field studies to assess pathogen transmission risk among wildlife, zoo and domestic animals, and humans and to develop methods to reduce or eliminate such transmission.
- Designed and authored statistically rigorous IACUC and IBC protocols for field and lab research on wildlife populations and zoonotic diseases.
- Developed, updated, and maintained Access databases and analyzed quantitative and spatial data in R for methods and results sections of manuscripts.
- Captured, handled, chemically immobilized, and drew blood from wildlife for disease research.
- Conducted PCR analysis and antibody testing for disease detection in wildlife blood samples.

### **Wildlife Biologist** (3/19–8/19 and 2/20–10/20)

#### **Turnstone Environmental Consultants, Inc.**, Portland, OR

- Directed 5 threatened and endangered species monitoring projects; supervised 17 technicians across 3 crews; coordinated cross-project collaboration among senior biologists.
- Managed administrative processes, including hiring, scheduling, approving time sheets, maintaining budgets, and acquiring and managing project assets (housing, vehicles, equipment).
- Negotiated, coordinated, and collaborated with resource managers in BLM, USFS, USFWS, and ODF.
- Developed and implemented field protocols for surveys of marbled murrelets, northern spotted owls, salmonids, bald eagles, and terrestrial mollusks.
- Drafted project proposals for contract bidding processes.

### **Wildlife Biologist** (8/19–10/19)

#### **Olympic National Park**, Port Angeles, WA

- Mitigated human-wildlife conflict involving elk, mountain goats, and black bears via hazing, capture and relocation, and preventative planning.
- Organized and led ground site receiving mountain goats from air-based capture team; coordinated veterinarian support; processed over 300 mountain goats for relocation to the Cascade Range.
- Handled and restrained mountain goats throughout veterinary processing, collected cartilage biopsies, blood samples, hair samples, fecal samples, and morphometric measurements.
- Administered intramuscular and subcutaneous injections, IV lines, cold-water enemas, and assisted veterinarians with treatment of capture-related injuries to mountain goats.

## ADDITIONAL EXPERIENCE

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### **Carnivore Crew Lead** (5/18–11/18)

#### **USFS Sierra Nevada Carnivore Monitoring Program**, Shaver Lake, CA

Led and organized field studies of carnivore species with game cameras and track plates; supervised 16 field biologists; exceeded survey quota of 125 surveys by accomplishing data collection at 143 sites.

### **Lead Technician** (3/18–5/18)

#### **USFS Pacific Southwest Research Station & The Great Basin Institute**, Shaver Lake, CA

Developed and tested the rigor of a novel camera survey protocol for denning female fishers; Developed, updated, and maintained Access databases.

### **Carnivore Technician** (5/15–8/15, 5/16–10/16, and 5/17–10/17)

#### **USFS Sierra Nevada Carnivore Monitoring Program**, Shaver Lake, CA

Conducted field studies of carnivore species with game cameras, track plates, and hair snares; identified camera trap photographs and tracks to species; navigated up to 15 miles a day off-trail in rugged terrain.

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## ADDITIONAL EXPERIENCE (CONTINUED)

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### **Bat Handler** (1/16–5/16)

#### **Migratory Bat Ecology Project – Redwood Sciences Lab, USFS, Arcata, CA**

Handled and processed bats; anaesthetized bats for more invasive processing such as inserting PIT tags and accelerometers; deployed and retrieved mist nets; conducted bioacoustic monitoring.

## HIGHLIGHTED PROJECTS

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### **Minimizing Bat Mortality at New Wind Energy Sites in Washington State**

Modeled species distributions of silver-haired and hoary bats with Maxent in R, calculated spatial wind energy generation potential in R, and assessed overlap to map low-conflict sites for wind development.

### **Integrating Climate Adaptation into Local Collaborative Forest Management**

**Role:** Project Manager | **Client:** The Nature Conservancy

Built a wildfire decision-support toolkit for the Upper South Platte Partnership, including a library of 64 decision-support tools and a science-backed “Adaptation Menu” of adaptation strategies.

### **Monitoring Avian Productivity and Survivorship (MAPS) Data Explorer**

Programmed an R Shiny app using North American MAPS station data to visualize morphometric correlations by bird species and estimate individual species abundances using a mark-recapture model.

## CERTIFICATIONS

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**Chemical Immobilization and Euthanasia of Wildlife** – WS National Training Academy (2022)

**Wilderness First Aid** - Mount Rainier National Park (2022)

**ATV Rider Certification** – ATV Safety Institute (2018)