



San Diego, California

<https://asmaffiliates.com/>

Director – Principal Archaeologist (Hybrid)

ASM Affiliates (ASM) is a cultural resource management (CRM) firm with more than 45 years of experience in providing environmental regulatory compliance services. ASM specializes in archaeology, history, architectural history with offices throughout the western U.S. and Hawai'i. Our clients include local, state, and federal agencies, public utilities, construction and engineering firms, planners and developers. The successful candidate will be an integral member of our dedicated team of professionals and work in a collegial and positive environment.

The San Diego Director and Principal Archaeologist will manage ASM's experienced San Diego staff while leading some of the most important cultural resources management projects in southern California. This position will manage research, fieldwork, laboratory analysis, monitoring, and preparation of technical reports for survey, testing, evaluation, data recovery, and mitigation projects. This position is also expected to significantly contribute to proposal and business development efforts for cultural resource opportunities, with the complete support of ASM's experienced corporate and administrative staff. Most importantly, this position will contribute to and promote staff development, company culture, industry standards, and ASM's value-based approach to cultural resources management.

Qualifications

- M.A. or Ph.D. degree in Anthropology, Archaeology, Historical Archaeology, or closely related field.
- Minimum of five (5) years of supervisory or management experience in CRM.
- Command of federal (NEPA, NHPA Section 106) and state (CEQA) cultural resource laws and regulations.
- Strong technical writing skills with the ability to meet project timelines.
- Building and maintaining strong professional relationships with local stakeholders.
- Excellent verbal and communication skills with the ability to positively interact with clients.
- Excellent organizational and multitasking skills.
- Experience with managing budgets, task management, proposal preparation, and strong leadership skills.
- Experience mentoring junior/associate level staff, fostering technical and professional growth.
- Demonstrated ability in business development, and budget and proposal preparation.

Preferred Qualifications

- Experience in southern California is preferred, as is prior experience serving as lead author for Section 106 and CEQA compliance reports.
- Five (5) or more years of progressive experience as Project Manager of cultural resources projects.
- Experience utilizing project schedule and budget tracking systems.
- Experience with major utility/renewable clients.

The base salary range is \$110,000 - \$130,000 annually and will be commensurate with the applicant's credentials, experience and industry standards. ASM offers a compensation package that includes competitive pay, professional development, a comprehensive benefits package including medical, dental, vision, paid vacation/sick/holiday leave, participation in the Employee Stock Ownership Plan (ESOP), 401k with matching, and bonus plan.

Why ASM

As a 100% employee-owned company, our staff have a unique and significant involvement in the company's success and direction. We are industry leaders, focused on exceptional quality of work and a resource-first approach, all while actively engaging our client's needs, interests, and passions. This approach provides balance to our work and lives, ensuring that our business decisions prioritize the needs of our employee-owners, clients, stakeholders, and the broader environment. Fostering a balance between professional service and community responsibility is a key goal at ASM and our staff's involvement is crucial to that goal's success.

As we continue to grow, we invite future employees to join us in meeting this goal, where individual contributions will be not just valued, but essential in shaping our collective success.

Please apply by sending your CV to jobs@asmaffiliates.com with Subject line: Director – San Diego

ASM Affiliates is an Equal Opportunity Employer and participates in E-verify.