



## EDUCATION

B.S., Biology,  
Loyola Marymount University,  
2012

M.S., Urban Ecology,  
Loyola Marymount University,  
2014

## ARTICLES/ACCOLADES

[LA TIMES ARTICLE](#)

[KUDOBOARD](#)

## CERTIFICATIONS/ REGISTRATIONS

Scientific Collector's Permit # S-  
193460010-22060-001 (exp.  
3/7/26)

Arroyo Toad Workshop, April  
2024

Certified Wildlife Tracker,  
CyberTracker, 2016 & 2017  
CNDD & BIOS training, CDFW,  
Aug, 2017

Introductory GIS class, Pace  
University, Fall 2017

Southwest Desert Bat  
Workshop, Oct. 2017

San Joaquin Kit Fox Workshop,  
Oct. 2017

Desert Tortoise Introductory  
Training, Nov. 2017

Southwestern Willow Flycatcher  
Workshop, May 2018

Jurisdictional Delineation  
Training, October 2019

## EXPERIENCE

CJ Biomonitoring LLC (Nov 2017

# Courtney McCammon, B.S., M.S

WILDLIFE BIOLOGIST/OWNER – CJ BIOMONITORING, LLC

## DETAILED PROJECT EXPERIENCE

### City of Laguna Beach Public Works – Bluebird Canyon Project (March – Sept 2023)

Ms. McCammon completed all aspects of this project from start to finish including proposal writing, project management, billing, team coordination, and final reporting. The project required pre-construction surveys and reporting, which Ms. McCammon was able to complete in a timely manner and not delay construction. A WEAP training document was also created, and training was held in person. The construction monitoring required a biologist on site with monitoring reports sent, which was completed by CJ Biomonitoring. Finally, the project required a Habitat Mitigation and Monitoring Plan with in-field implementation, which Ms. McCammon wrote for the Public Works Department based on construction impacts. Ms. McCammon was able to stay in budget while also following the mitigation measures outlined for the project.

### City of Malibu – Contract Biologist, Los Angeles, CA (2021-present)

Ms. McCammon is the acting Contract Biologist for the City of Malibu conducting on-site inspections, reviewing permit applications, and attending Environmental Review Board meetings. She is completing approximately 20 reviews per month and answers questions over email to applicants. The Principal Biologist attends Planning Commission and City Council meetings on an as-needed basis. Further, the City Biologist will assist all City personnel with biological needs including Code Enforcement, Public Works and Parks and Recreation Departments. This role requires project management including direct contact with the client, ensuring satisfaction of scope of services, billing, and invoicing.

### City of Los Angeles – Contract Urban Ecologist, Los Angeles, CA (2022 – present)

Ms. McCammon is the first contracted urban ecologist for the City of Los Angeles Recreation and Parks Department. The position is highly variable and requires Ms. McCammon to be skilled in multiple avenues. Some of the work includes formal and informal biological surveys, nesting bird surveys, interpretive signage, employee training on biological resources, a management plan for Griffith Park, film permit review, and guided nature walks. The primary park is Griffith Park but Ms. McCammon has visited other parks throughout the city of Los Angeles guiding the Department through biological and ecological management issues and keeping them in line with state and federal regulations.

## PROJECT EXPERIENCE

### SUBCATEGORY FOR PROJECTS - GENERAL BIOLOGICAL ASSESSMENTS

- City of Santa Clarita Public Works – Sand Canyon Trail Project (April – May 2024)  
Ms. McCammon performed complete project management of biological mitigation measures for the City of Santa Clarita's Sand Canyon Trail Project. CJ Biomonitoring performed pre-construction surveys, construction monitoring, and general oversight of the biological resources associated with the area. Routine daily monitoring reports were submitted detailing construction activities as well final reports detailing survey results were submitted in a timely manner within a week of the surveys being performed.

– present)

Compliance Biology (Nov 2017 – 2021)

Woodstar Biological (Nov 2017 – 2022)

Cooper Ecological Monitoring (March 2015 – 2023)

Rincon Consultants, Inc. (July – Nov 2017)

VCS Environmental (May – July 2017)

Forde Biological (Oct. 2016 – Nov 2017)

E Read & Associates (Jan. 2013 – Jan. 2016)

Irvine Ranch Conservancy (June 2015 – June 2017)

Ecokai Environmental (April 2013 – Jan. 2016)

- City of Laguna Beach Public Works – Moss Street Project (Oct 2023 – May 2024)  
Ms. McCammon performed complete project management of biological mitigation measures for the City of Laguna Beach’s Moss Street Beach Access Project. CJ Biomonitoring performed environmental worker training, pre-construction surveys, construction monitoring, and general oversight of the biological resources associated with the area. Ms. McCammon attended regular meetings with City staff on timeline and project goals that needed to be met. Routine daily monitoring reports were submitted detailing construction activities as well final reports detailing survey results were submitted in a timely manner within a week of the surveys being performed.
- City of Santa Clarita Public Works – Whites Canyon Project (March – June 2023)  
Ms. McCammon performed pre-construction and periodic construction monitoring on a 2-mile stretch of Whites Canyon Road in the City of Santa Clarita. CJ Biomonitoring kept in communication with City personnel and the construction foreman in order to organize nesting bird surveys and construction monitoring efforts.
- Friends of Griffith Park – Raptor Survey, Los Angeles, CA (2017 - 2023)  
Co-managed the citizen science Los Angeles Nesting Raptor Survey for seven years. Courtney made the volunteer training modules and performed the training. Being a novel scientific survey, protocols were established, and Ms. McCammon was constantly involved in that process. She co-managed all aspects of the survey including data management, volunteer management, and report writing. Coordination with LA City RAP, Film LA Office, and the Friends of Griffith Park occurred every year to ensure the protection of natural resources while still allowing for public enjoyment of the park.
- City of Laguna Beach Public Works – Laguna Creek Project (May 2020 – Dec 2020)  
Ms. McCammon assisted the City of Laguna Beach with a Public Works project in 2020 to perform environmental worker training, construction monitoring, and general oversight of the biological resources associated with the area. Ms. McCammon continues to work closely with the project manager to implement restoration monitoring and as-needed nesting bird surveys. Acted as an on-site biological monitor during the demolition, grading, and construction of a new pedestrian bridge over the Laguna Canyon Creek.
- Trileaf – Various Biological Assessments County of Santa Barbara (2024)  
Ms. McCammon performed several biological assessments for various parcels within the County of Santa Barbara.
- FivePoint Mission Village - Newhall Ranch, CA (Nov 2017 - 2022)  
Brown-headed cowbird trapping program, camera trap study, small mammal trapping, pitfall traps, riparian nesting bird surveys, owl surveys, biological construction monitoring, capture and relocation of sensitive and non-sensitive wildlife. Additionally, Ms. McCammon assisted with least bell’s vireo surveys along the Santa Clara River under the direction of a lead biologist.
- City of Malibu – Contract Assistant Biologist, Los Angeles, CA (2019-2021)  
Ms. McCammon was the acting assistant to the Biologist for the City of Malibu conducting on-site inspections, reviewing permit applications, and attending ERB meetings She was completing approximately 20 reviews per month with oversight by the Biologist. Ms. McCammon also answered questions over email to applicants.

- Biological Assessment, Tree Report, HMMP – RCD (April 2021)  
Subcontracted to the Resource Conservation District to write a biological assessment with habitat mapping, a native tree report, and a Habitat Mitigation and Monitoring Plan for the Topanga Elementary School in Topanga, CA.
- Multi-Use Trail and Bridge Project – City of Santa Clarita (Aug – Oct 2020)  
Conducted a biological assessment including a plant inventory and jurisdictional delineation for a multi-use trail and bridge construction project.
- Jurisdictional Delineations – Various Private Residents (2019 - present)  
Prepare detailed jurisdictional delineation reports for various clients within LA County.
- Biological Assessment and CAGN Surveys – Private Client (Aug '20 – March '21)  
Conducted a biological assessment and protocol-level coastal California gnatcatcher surveys for a private client in the Santa Clarita area.
- Vasquez Biological Assessment – Watershed Council Authority (May – Oct 2020)  
Sub-contracted for Cooper Ecological, Inc performing bird, vegetation, and camera trapping surveys on an acquired parcel in the San Gabriel foothills.
- Restoration Plans – Various Private Residents (2018 - present)  
Prepare detailed habitat restoration plans for various clients within LA County meeting all requirements including SMM plant species, irrigation, a monitoring plan, etc.
- City of Malibu and County of Los Angeles Biological Assessment – Various Private Residents (Jan 2018-2021)  
Complete all aspects of biological assessments and biological inventories per City of Malibu or County of Los Angeles requirements for various clients with ESHA/SEA, jurisdictional waters, and protected trees on site.
- Las Virgenes Creek Restoration Project – Calabasas, CA (Dec 2018/Jan 2019)  
Approved by the FWS to monitor for California Red-legged Frog during a creek restoration project during the breeding season.
- Pacific Flyway Shorebird Survey – Sacramento, CA (Oct 2018 – Jan 2020)  
Project coordination and volunteer management for the 2018 season for Audubon California.
- Soto Bridge Bat and Bird Survey – Los Angeles, CA (August 2018)  
Conducted bat roosting daytime and nighttime survey to determine if certain species were present on site and any mitigation measures that were required.
- Puente Hills Habitat Authority Camera Project - Whittier, CA (Jan - July 2018)  
Wildlife camera trap project comparing results from a similar 2013 camera trap project. Data informed Puente Hills Habitat Authority management decisions.
- On-call Biologist for Puente Hills Habitat Authority - Whittier, CA (Spring 2018)  
Biological monitoring and nesting bird surveys on request.
- San Dimas Bat Survey – San Dimas, CA (May 2018)  
Conducted bat roosting daytime and nighttime survey to determine if certain species were present on site and any mitigation measures that were required.
- LA County Dept. of Beaches & Harbors – Nicholas Canyon County Beach, Malibu, CA (November 2017)  
Approximately 30 hours of snowy plover monitoring during a beach bridge demolition and haul away.

- Rincon – perform various habitat assessment, compliance monitoring, and construction monitoring for various clients including SoCal Gas and Kiewit. Authored burrowing owl, nesting bird, and MSHCP reports.
- VCS Environmental – perform Burrowing Owl habitat assessment and focused surveys in Riverside County (2017).
- Hollywood Bowl, Mammal Survey at Hollywood Bowl, Los Angeles, CA (2015)  
Ms. McCammon completed a mammal survey for the Hollywood Bowl utilizing camera traps placed on the property. She was involved in all aspects including budget costs, maintaining data and equipment, and writing a final report. The survey found coyote, bobcat, and mule deer use of the site on a frequent basis.
- Southern California Edison – Santa Ana River, Bishop Creek, and Mill Creek Hydroelectric Project, Southern California, (2013 – 2015)  
Vegetation surveys in Eastern Sierra riparian and riverine habitat focusing on plant type, plant coverage, and tree identification/coverage.
- Southern California Edison – Ayersman Line Construction Monitoring, Santa Barbara, CA (2016)  
Perform pre-construction surveys for sensitive and non-sensitive flora and fauna as well as perform construction monitoring during an electrical line replacement project on National Forest Service land.
- Playa Vista Foundation – Ballona Freshwater Marsh and Ballona Corridor Nesting Bird and LBVI Survey – Los Angeles, CA (2017)  
Perform weekly nesting bird surveys in riparian habitat focusing on LBVI presence and nesting.
- EcoKai Environmental – Ventura State Beach Boat Salvage and Snowy Plover monitoring – Ventura, CA (2016)  
Perform pre-construction monitoring on sensitive and non-sensitive avian species at Ventura State Beach. Perform construction monitoring during the boat salvage activities.
- E Read and Associates – Joshua Tree survey, Palmdale, CA (2014)  
Perform a Joshua Tree survey on a future mining operation site in Palmdale focusing on tree health, height, and coverage for potential preservation efforts.
- CalTrans – Coal Canyon Wildlife Undercrossing Monitoring and Restoration Project, Chino Hills, CA (2016 - 2017)  
Co-managed all aspects of the project including preparing a project proposal and budget, purchasing all equipment, and maintaining the database. Attended collaboration meeting with CalTrans, CDFW, and CA State Parks to discuss project. Installed seven remote cameras to monitor wildlife utilizing the undercrossing to assess effectiveness of various restoration techniques.
- Private Resident – LA City Council Motion #14-0518 wildlife corridor monitoring, Beverly Hills, CA (2015 – 2017)  
In accordance with the LA City Council, several remote cameras were installed at two different houses in the City of Los Angeles to identify whether an active wildlife corridor was present on site.
- City of San Clemente – Shorecliffs Golf Course Nesting Bird Survey and SAA compliance monitoring, San Clemente, CA (2017)  
Perform weekly nesting bird surveys for common bird species. Perform construction monitoring to ensure accordance with SAA. Update the nest monitoring log and send to CDFW on a weekly basis.

- Irvine Ranch Conservancy – Wildlife Camera Program, Orange County, CA (2015 – 2017)  
Manage the camera trap program for OC Parks, City of Irvine, and City of Newport Beach. Perform regular data analysis for presentations to agency staff.

## RESEARCH PROJECT EXPERIENCE

### MESOPREDATOR USE AND MOVEMENT STUDY - MASTER'S THESIS

A two-year graduate research project analyzing native and non-native mesopredator use and movement patterns at an urban nature preserve in the Los Angeles region.

In this study Mrs. Aiken:

- Communicated and coordinated with key stakeholders such as the City of L.A., The Bay Foundation, Heal the Bay, Palos Verdes Land Conservancy, and L.A. County Dept. of Beaches and Harbors.
- Managed a large and complex data set and utilized GIS for the analysis and presentation of animal movement.
- Presented project results at six conferences including a Master's Thesis Defense at LMU.