

Minimum Qualifications of for the Salt Marsh Harvest Mouse

These minimum qualifications are subject to change upon consideration of the most current information or circumstances.

Applicants will be considered qualified for a recovery permit or sub-permit if they meet the Service's most current qualification requirements. At a minimum, prospective applicants must:

- (1) Possess a Bachelor of Science degree in biology or a resource management-related field, or equivalent field/work experience;
- (2) Have completed course work in mammalogy and study-design/survey-methodology, or equivalent field experience;
- (3) Have extensive, verifiable, experience in the design and implementation of small mammal research .

The permittee must verifiably demonstrate competence in the handling and identification of a minimum of 10 salt marsh harvest mice per each subspecies (*Reithrodontomys raviventris halicoetes* or *R. r. raviventris*) within the proposed area of study. The permittee must also receive experience in identification of the distinguishing characteristics of similar appearing species/subspecies which co-inhabit the region [*e.g.*, western harvest mice (*Reithrodontomys megalotis*)]. Additionally, for authorization to handle the salt marsh harvest mouse the permittee shall receive a minimum of 40¹ hours of field experience through assisting in surveys for the salt marsh harvest mouse during which positive identification is made. A letter from an authorized individual, as previously defined, stating the completion of the required training and level of competence shall be submitted to the SFWO.

- (4) Have familiarity with suitable habitats for the species;
- (5) Have familiarity with rodents, native and non-native, that may co-occur with the listed species [particularly the salt marsh wandering shrew (*Sorex vagrans halicoetes*) and Suisun shrew (*Sorex ornatus sinuosus*)]; and
- (6) Be able to identify the major vegetative components of tidal wetland ecosystems in which salt marsh harvest mouse surveys or research may be conducted.

Individuals not qualified to conduct scientific research or other activities covered under a recovery permit or sub-permit will be required to work under the supervision of a qualified, permitted individual until the minimum qualifications are met.

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¹Hours required for handling and trapping are subject to review and consideration on a case-by-case basis. Specifically, other experience may be considered to reduce the number of hours required for each activity.