

El Dorado County Board of Supervisors: Application for New Board, Commission or Committee

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Related form version	4

Instructions

Board or Commission Applying For	Fish and Wildlife Commission
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Vacant Position or Title	MEMBER AT LARGE
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First Name	Heather
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Last Name	Gardner
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Email Address	
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Primary Residential Address	
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Residential City	Placerville
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Residential ZIP Code	95667
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Daytime Telephone	
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Mobile Telephone	
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Occupation/Title	Owner of High Sierra Talent LLC
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Employer	Self
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List all County boards, commissions or committees to which you are/were appointed. Please include dates of service.	NA
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Summary of qualifications	
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- Bachelor of Science in Animal Science, Minor in Equine Studies – University of California, Davis
- Member of the Monarch Fellowship, focused on environmental leadership and conservation
- Over 3 years of volunteer experience with Foothill Dog Rescue, promoting animal welfare and community engagement
- Strong foundation in animal health, wildlife biology, and ecosystem management through academic and hands-on experiences
- Skilled in data analysis and applying scientific research to inform decision-making
- Experienced in community outreach and collaboration, working

effectively with diverse stakeholders

- Passionate about conservation, with a personal commitment to maintaining clean waterways and protecting native fish populations
- Small business owner, bringing leadership, organization, and strategic thinking to community service roles
- Lifelong angler and outdoor enthusiast, with a deep appreciation for El Dorado County's natural resources and a desire to protect them for future generations

Affiliations with professional and/or community groups

- Member of the Monarch Fellowship, an environmental leadership program focused on conservation and community impact
- Volunteer with Foothill Dog Rescue for over 3 years, supporting animal welfare and rescue efforts in the local community
- UC Davis Alumna, maintaining connections with the university's College of Agricultural and Environmental Sciences
- Founder and organizer of the Placerville Book Club, fostering community connection and engagement through literature
- Founder and owner of a local business, contributing to the professional community in El Dorado County

Why do you seek appointment?

I seek appointment to the El Dorado County Fish and Wildlife Commission because I am deeply passionate about wildlife conservation, sustainable resource management, and protecting the natural beauty that defines our region. As our county continues to grow, we face increasing challenges—rising mountain lion encounters, bear activity in residential areas, and the balance between land use and wildlife corridors. These issues require thoughtful, balanced, and research-informed leadership.

I am committed to using data and science to guide responsible decision-making that benefits both our wildlife and our local communities. I believe we can find a middle ground—where protections and restrictions work in harmony with practical realities. Whether that means shaping wildlife-friendly fencing policies that also work for property owners, or updating ordinances on deer feeding in a way that prioritizes public safety without alienating residents, I want to help build solutions that are both effective and inclusive.

As an avid angler, I have a deep personal stake in keeping our rivers and lakes clean—not just for today's recreation, but for the long-term health of native fish populations and aquatic ecosystems. I am particularly invested in the restoration and protection of native species, and I believe the Commission plays a key role in maintaining the delicate balance between conservation and community interests.

With a background in Animal Science, years of volunteer experience in animal welfare, and a heart for this land and its people, I am prepared to contribute a thoughtful, science-driven voice to the Commission. I am not seeking to impose one-size-fits-all policies, but rather to help guide meaningful, practical approaches to coexisting with wildlife in our own backyards.

Additional Information

In addition to my formal experience, I bring a strong personal connection to El Dorado County and its natural environment. Raising a young family here has deepened my appreciation for preserving our region's outdoor spaces—not only for wildlife but for future generations to enjoy. We spend time hiking and camping throughout the county, foraging for wild mushrooms in the fall, and cutting our Christmas tree each year in the National Forest, following sustainable and permitted practices. These traditions keep us grounded in the rhythm of the seasons and reinforce our respect for the land.

I am also passionate about gardening and planting native flowers and plants to help support our local ecosystem, especially pollinators like bees and butterflies. I take great pride in cultivating a garden that contributes to the environment and supports the Monarch butterfly population, aligning with my belief in creating spaces that nurture both wildlife and the community.

My work as a business owner has also given me valuable insight into strategic planning and stakeholder communication—skills I believe are

essential when navigating complex community issues like wildlife management. I have a collaborative mindset and understand the value of listening first, especially when working with landowners, recreational users, and conservation advocates who may not always share the same perspective.

Lastly, my growing interest in local policy and civic engagement has inspired me to serve. I view this appointment as an opportunity to give back to the land and community I care so deeply about, and to help shape a future that honors both environmental responsibility and local tradition.

If known, indicate the member of the Board of Supervisors who will receive a copy of this application

File Attachments

[Heather Gardner_Resume.pdf](#)

Signature of Applicant

A handwritten signature in black ink, appearing to read "Heather Gardner". The signature is fluid and cursive, with the first name "Heather" written in a larger, more prominent script than the last name "Gardner".

[Link to signature](#)

Heather

Gardner

916.718.5598 | Heatherjgarder22@gmail.com
www.linkedin.com/in/heathergardnergordon

Dedicated professional with a B.S. in Animal Science and a Minor in Equine Studies from UC Davis, passionate about wildlife conservation and sustainable resource management. Over three years of volunteer experience in animal welfare and environmental stewardship, with strong skills in ecosystem management, community engagement, and strategic planning. A lifelong angler and small business owner committed to preserving El Dorado County’s natural resources through science-based, collaborative solutions.

Skills

- Client Relationship Management
- Sales & Account Management
- Team Leadership & Mentoring
- Light Bookkeeping
- Website Design using Wix
- ATS & VMS Proficiency (Bullhorn, Fieldglass)
- Customer Service Excellence
- Community Engagement and Outreach
- Problem Solving & Creativity
- Volunteerism
- Communication & Collaboration
- Environmental Stewardship
- Self-Motivated Researcher

Education

Bachelor of Science in Animal Science, Minor in Equine Studies
University of California, Davis

Volunteer work

Fellow California
Monarch Fellowship Program 2024- Present

- Educated the community on monarch butterfly conservation, including the importance of milkweed and nectar plants in supporting pollinators.
 - Organized and hosted events to distribute native plants, promoting the creation of pollinator-friendly gardens in local neighborhoods and schools.
 - Cultivated and maintained native milkweed and nectar plants to support monarch butterfly populations and other pollinators.
 - Collaborated with local organizations, schools, farms, and landowners to expand outreach and foster partnerships for environmental education and stewardship.
- Promoted pesticide-free gardening practices and provided resources for sustainable land management.

Volunteer Shingle Springs, CA
Foothill Dog Rescue 2022- Present

- Assisted in the care, socialization, and rehabilitation of rescued dogs.
- Supported adoption events by coordinating logistics and screening potential adopters.
- Helped organize and execute fundraising events to raise money for veterinary care, food, and rescue operations.
- Contributed to marketing efforts through community outreach and social media engagement.

Facilitator Placerville, CA
Placerville Book Club 2023- Present

- Organize and lead a monthly women’s book club focused on meaningful themes and engaging discussions.
- Select and coordinate books, themes, and events—including integrating historical and cultural awareness.

- Manage communications, event planning, and discussion facilitation.

Experience

Founder Greater Sacramento Area
High Sierra Talent January 2025 – Present

- Founded and grew a boutique IT staffing firm, overseeing all aspects of business operations, from initial research and vendor selection to business development and scaling.
- Managed the setup of essential business infrastructure, including filing tax and government forms, setting up accounts receivable, and designing the company website using Wix.
- Developing and executing talent acquisition strategies to meet client needs, ensuring candidate experience.
- Spearheaded sales efforts and business development, building relationships with clients.
- Handled all financial and administrative responsibilities, ensuring smooth operation and financial health of the company.

Co-Founder/ Head of Recruitment Greater Bay Area
Agility Recruiting August 2021 – March 2023

- Oversaw full-cycle recruiting operations across various industries, ensuring efficient and effective hiring processes.
- Delivered hiring solutions for client partners in fast-paced, high-demand environments, adapting to shifting needs.
- Managed client relationships, building trust and maintaining communication throughout the recruitment process.
- Led a team to develop and execute recruitment strategies, optimizing workflows for maximum impact.
- Worked with clients to understand their needs and develop strategic staffing solutions that aligned with their goals.
- Managed website design process and vendor selection, ensuring the chosen platform met business objectives.

Life Science Recruiter Danville
Compass Consulting Group, Inc. February 2021 – August 2021

- Recruited for roles including Pharmaceutical Sales, and Supply Chain within biotech and pharma.
- Exceeded weekly gross profit targets consistently within 3 months.

Resource Development Manager Walnut Creek, CA
Modis (now Akkodis) November 2018 – February 2021

- Specialized in technical and engineering recruitment across industries.
- Achieved All-Star Award in 2019 for top performance.

Foal Manager Coalinga, CA
Harris Farms, Inc. March 2016 – July 2016

- In charge of scheduling, preparing, and administering vaccines, daily food, temperatures, care for mare and foals before and after parturition and medication uniquely designed for each animal.
- Assistance all mares giving birth including those suffering from dystocia, incorrect presentation, or a retained placenta.
- Meticulously documented all feed, medicine, procedures and all transport documents.
- Run all blood tests using Chemistry Analyzer, Hematology Analyzer, SNAP tests, and IgG testing.

Stud Manager Davis, CA
University of California, Davis- Horse Barn January 2015 – June 2015

- Artificial Insemination, Estrous Cycle manipulation, hormone treatment, ultrasounds, palpating, and procedures.
- Collections using Colorado and Missouri style artificial vaginas. Complete semen analysis including evaluating and processing fresh, cooled and frozen semen.
- Mare care during pregnancy and parturition including, but not limited to vaccine scheduling, monitoring pre-parturition.
- Foal care including taking temperature, navel dips, ensuring foal makes adequate progression, providing first colostrum, IgG testing, maintain and maintenance of colostrum bank.
- Blood taking, vaccinations, de-worming, first aid, experienced with microscopes and hemocytometers, and record keeping.