

Minimum Qualifications

San Bernardino Kangaroo Rat (*Dipodomys merriami parvus*), Stephens' Kangaroo Rat (*Dipodomys stephensi*), and Pacific Pocket Mouse (*Perognathus longimembris pacificus*)

Effective date: August 8, 2025

1. A Bachelor of Science degree in conservation or resource management-related field; or equivalent field/work experience.
2. Course work in mammalogy and study-design or survey-methodology; or equivalent field experience.
3. Experience in the design and implementation of small mammal research and/or surveys; >200 hours of trapping in the field.
4. For kangaroo rats and the Pacific pocket mouse, a minimum of 2 weeks of intensive field trapping for small mammals in southern California (e.g., San Bernardino, Riverside, Los Angeles, Orange, San Diego and Imperial Counties) under an experienced researcher with a valid recovery permit for the applicable target species.
5. For the San Bernardino kangaroo rat, have captured and handled at least 50 individual kangaroo rats (*Dipodomys spp*). At least 10 of these individuals must be the target species. Experience with other subspecies of *Dipodomys merriami* may be interchangeable but the applicant should have experience handling at least 5 individuals of the target subspecies.
6. For the San Bernardino kangaroo rat, familiarity with its habitat and distinguishing habitat characteristics in San Bernardino and Riverside Counties.
7. For Stephens' kangaroo rat, have captured and handled at least 50 individual kangaroo rats (*Dipodomys spp*). At least 10 of these individuals must be the target species. Experience shall also include the capture and handling of at least 10 individuals of the Dulzura kangaroo rat (*Dipodomys simulans*) and the ability to differentiate these sympatric species.
8. For Stephens' kangaroo rat, familiarity with the habitat and distinguishing characteristics of the habitat for both the Stephens' kangaroo rat and Dulzura kangaroo rat in Riverside and San Diego Counties.
9. For Pacific pocket mouse, have captured and handled at least 20 individuals of this subspecies. Experience with other subspecies of *Perognathus longimembris* may be interchangeable but the applicant should have experience handling at least 5 individuals of the target subspecies.

10. For Pacific pocket mouse, familiarity with the habitat and distinguishing characteristics of Pacific pocket mouse habitat in Los Angeles, Orange and San Diego Counties.
11. A letter of reference from each supervising permit holder. The permittee must:
 - a. Confirm the experience conducted under their supervision.
 - b. Provide their name, permit number, and contact information; and
 - c. Sign and date the letter.
12. We recommend that an [experience table](#) be submitted with the application.