

Scott H. Nichols

Education

1985 Colorado State University Ft. Collins, Colorado
Bachelor of Science, Watershed Management & Hydrology. Integrating land use, water quality and biological resources.

Professional Training

Building Effective Business Relationships with American Indian Tribes, Larry Keown, LDK and Associates. Developing and conducting effective business relationships with American Indian Tribes and Native American organizations.

Citizen Participation by Objective & Systematic Development of Informed Consent, Institute for Participatory Management and Planning. Effective management of diverse public interest groups and the systematic development of informed consent.

Commercial Investment Real Estate Analysis, CCIM Institute, Chicago Illinois. Introduction to commercial real estate brokerage including skills and decision-making tools used to analyze real estate transactions.

Developing Managers into Leaders, Boise State University, Center for Management Development. Integrating leadership principles in changing workplaces.

Supervision I & II, Boise State University, Center for Management Development. Supervisors' roles and responsibilities, communication and relationships, leadership and empowerment.

Supervision III & IV, Boise State University, Center for Management Development. Supervision in a changing environment, successful team building, conflict resolution, negotiating, safety, ethics, and continuous improvement.

Lessons in Leadership, Boise State University, Center for Management Development. Effective management and business leadership.

Watershed Assessment and Restoration Instructor, United States Forest Service. Instructor for course work in management and treatment of impaired watersheds. USFS budgeting process, planning and policy for watershed assessment and restoration.

Executive Leadership of Political and Social Forces in Natural Resources, University of Idaho. Political and social forces affecting natural resource management. Leadership strategies and practical skills for conflict resolution, negotiation, and public involvement.

Summary of Qualifications

- * Over 25 years of local, state, and federal regulatory compliance, land leasing, and natural resource management experience, including evaluating proposals and managing development projects to ensure compliance with county, state, and federal regulatory requirements.
- * Over 25 years of demonstrated experience creating effective working relationships between project proponents, local, state and federal jurisdictions, non-governmental organizations, consultants, and industry associations.
- * Over 20 years of staff management with up to 10 direct reporting staff.
- * Demonstrated ability to prepare regulatory applications and to manage regulatory processes.
- * Demonstrated ability to lead diverse interest groups and to successfully navigate multiple tiered regulatory processes.
- * Experienced and effective legislative and congressional liaison with direct experience evaluating and writing legislation and providing testimony before State Legislative and Congressional committees.

Professional Experience

2008 – present

U.S. Geothermal Inc.

Boise, Idaho

Regulatory Compliance and Lands Manager

- * Responsible for corporate wide environmental compliance with county, state and federal regulations associated with engineering design, construction and operation of energy production and transmission facilities.
- * Identify and assess strategic environmental compliance and environmental issues for energy and transmission projects and communicate those issues to the President and CEO.
- * Legislative and congressional liaison; provides expert testimony at the state and federal level regarding energy and environmental legislation.
- * Establish positive, long term relationships and provide ongoing communication with local, state and federal regulators, and landowners.
- * Establish corporate wide management systems to ensure compliance with environmental regulations and land lease obligations.
- * Prepare and manage environmental contracts.
- * Responsible for preparation of energy project and transmission related regulatory applications, including documentation and reporting for Federal Energy Regulatory Commission, Department of Homeland Security, National Environmental Policy Act.

2006 - 2008

Brown and Caldwell

Boise, Idaho

Environmental Services Manager

- * Evaluate regulatory compliance and permit requirements for client proposals.
- * Prepare clients state and federal permits and environmental studies.
- * Represent client interests by negotiating reasonable environmental study and permit conditions.
- * Coordinate staff in collection of field data and in the preparation of regulatory reports.
- * Develop and expand corporate environmental services practice.

1986 - 2005

Idaho Department of Lands

Boise, Idaho

Chief, Bureau of Surface and Mineral Resources 2001-2006

- * Managed 10 staff in development of policy and regulatory requirements for the State of Idaho's commercial surface leasing and regulatory programs. Identify development opportunities and leasing policies for renewable energy projects, communication sites, commercial & residential property, navigable waters, mineral development, grazing leases, and cropland leases.
- * Plan and monitor program budgets, lead Program Managers in preparing proposed changes to Idaho Code and Administrative Rules.
- * Lead Program Managers in development of Departmental Policies and Procedures, evaluate program effectiveness, and implement continuous improvement processes.
- * Work with the Idaho Attorney General's Office to strategically evaluate and respond to contract and regulatory litigation.
- * Conduct Contested Case Hearings and prepare Findings of Fact and Conclusions of Law.
- * Ensure State Lands were leased and managed in compliance with county, state and federal regulatory programs and to maximize endowment fund income while ensuring long-term productivity.
- * Conducted negotiated rulemaking with diverse stakeholder groups.
- * Respond to legislative inquiries and testify before the Idaho Legislature.

Chief, Bureau of Minerals 1997 - 2001

- * Manage the Endowment Funds mineral and energy leasing programs.
- * Ensure compliance with state and federal regulations through staff education and coordinated interagency permit processes.
- * Prepare and implement program budget, policies, supervise and develop 5 staff.
- * Lead industry and stakeholders in negotiating legislation and administrative rules.
- * Prepare and administer mineral leases, mining statutes, and permits.
- * Manage state mineral resources to maximize endowment income and ensure reclamation of mined lands.

Project Manager, CERCLA Remediation, Triumph Mine Tailings 1994 - 2005

- * Administer budget and contracts for the investigation, feasibility study, and final remediation work at Triumph Mine.
- * Lead the local residents, engineers, and corporate stakeholders in the development of Remediation Plans and construction sequencing to meet Idaho Department of Environmental Quality and Environmental Protection Agency remediation standards.

Mined Land Reclamationist 1986 - 1997

- * Administer and coordinate state and federal regulatory requirements for mining proposals.
- * Prepared legislation and administrative rules for adoption.
- * Prepare and implement statewide budget for three (3) field staff and associated regulatory activities.
- * Negotiate and prepare Memorandums of Understanding with state agencies, federal agencies, and industry.
- * Prepare and administer contracts for reclamation of abandoned mine sites.
- * Evaluate and prepare legal cases for the State of Idaho Attorney General's Office.

1981 – 1982

Utah Division of Wildlife Resources

Salt Lake City, Utah

Wildlife Technician, Threatened and Endangered Species Assessments

- * Design and implement field surveys to assess population and recruitment for endangered desert tortoise and peregrine falcons.
- * Conducted field work and produced technical reports regarding population and distribution of species.
- * Coordinated field work with the National Park Service, Bureau of Land Management, and University of Utah staff.

1989 Special Project Award – Idaho's Manual for Best Mining Practices

1995 Special Project Award – Idaho Joint Review Process

1998 Special Project Award – Negotiated Rules for Surface Mining

1998 Master Mediation Award

2003 Department of Lands, Annual Award for Outstanding Management Unit