

Job Announcement: Native Seed Collection Crew Leader

The Institute for Applied Ecology (IAE) is a dynamic nonprofit organization whose mission is to conserve native species and habitats through restoration, research and education. IAE will be hiring 3 seasonal technicians to lead seed collection teams as part of the Seeds of Success (SOS) program administered by the Bureau of Land Management (BLM). Crew leaders will work with program staff to manage field trip logistics, lead field work, manage seed collections, and assist in data management and reporting. Positions are based in Vale, Oregon; Prineville, Oregon; and Ukiah, California. All positions are field-based and will work four consecutive 10-hour days, typically camping in remote locations during the work week.

START DATE: May 4, 2020 (some flexibility)

END DATE: August 7, 2020 (some flexibility)

Specific Responsibilities of Seed Crew Leader:

- Supervise and work alongside one to two seed crew technicians
- Plan and conduct fieldwork: monitor phenology of target species, collect botanical voucher specimens, assess seed quality and collect native seeds, record site data, document activities, and prepare seed for shipping
- Collaborate closely with IAE Plant Materials team in Corvallis to meet collection targets
- Communicate with land managers or partners to facilitate access to collection sites; represent IAE in a professional manner
- Manage data and ensure quality control
- Prioritize safety; adhere to check-in/check-out procedures and communications via cell phone or SPOT device to ensure crew safety
- Plan overnight camping for field work

Minimum Qualifications:

- Plant identification skills and experience using technical keys and collecting plant vouchers
- Excellent communication skills and experience working on a team
- Leadership experience
- Highly organized and able to manage complex objectives and take initiative
- Outgoing, energetic, and flexible
- Data management experience; experience with Excel
- Experience using GPS
- Must have a valid driver's license and ability to drive a 4WD vehicle on rugged, off-highway gravel or dirt roads
- Comfortable in a backcountry setting: ability to work long hours in adverse weather conditions while maintaining attention to the task and crew safety
- Ability to work in bent-over, kneeling, or standing positions for significant periods of time
- Ability to lift at least 40 lbs. and hike up to 6 miles per day

Preferred Skills:

- 2 or more seasons of field research experience, with preference given to those with skills in seed collection, particularly the SOS protocol, and identifying plants of the Intermountain West
- First Aid certification
- Experience using ArcGIS software

COMPENSATION: \$18.00-19.00/hr depending on experience, plus travel expenses associated with overnight field work (food and lodging). Housing is not provided, but a stipend of \$300 per month will be provided to help defer housing costs. This is a full-time temporary position with no benefits.

TO APPLY: You must complete the online [application form](#) and email a letter of interest, resume, and contact information for three references (at least one must be from a supervisor from a work experience) as a single PDF document to jobs@appliedeco.org no later than **Friday, March 20, 2020**. The subject line of your email must be *IAE 2020 Seed Crew Leader Application*. **Applications will be considered as they are received!**

INCOMPLETE APPLICATIONS WILL NOT BE ACCEPTED. Non-U.S. residents must also include a copy of their work visa. Applications will be considered upon receipt. If you are applying for more than one position at IAE, please send separate application emails for each position, and include the job title in the subject line. Please direct all inquiries to jobs@appliedeco.org.

IAE supports diversity and equity, and we encourage applications from all groups of people. We recognize that the strength of IAE is in our people, and we believe that every employee has the right to work in surroundings that are free from all forms of unlawful discrimination and harassment. IAE does not and will not discriminate in employment and personnel practices, and our commitment to equal employment opportunity applies to every aspect of the employment relationship.