

Research Ecologist Job Announcement

Job Classification: Research Ecologist 2

Supervisor: Conservation Research Program Director

Status: Regular, full-time

Compensation: \$23.80 - \$27.50/hour, depending on experience, plus competitive benefits package.

Closing Date: For full consideration apply by November 20, 2020

About IAE

The [Institute for Applied Ecology](#) (IAE) is a dynamic nonprofit organization founded in 1999 whose mission is to conserve native species and habitats through restoration, research and education. We fill a unique niche among nonprofits and work with a diverse group of partners including federal, state and county agencies and municipalities to accomplish our mission. We maintain an open and convivial office environment with approximately 24 regular staff in our main office in Corvallis, OR and field office in Santa Fe, NM. We are committed to diversity and equity in our workplace and the communities we serve. Please see our [mission and diversity statements](#).

Program Mission

The Conservation Research Program works with partners throughout the Pacific Northwest to enhance the restoration and conservation of native habitats and species. We conduct rigorous research and communicate results to land managers and others. Our projects range from short-term experiments to decade-long studies. Our overall goal is to conduct research leading to efficient, long-term conservation and restoration of native species and habitats and communicate our findings through planning and outreach.

Job Responsibilities and Duties

A Research Ecologist 2 develops, manages and implements projects, as well as frequently contributes to grant-writing in support of their program. This position Levels of core responsibility include Coordination or management of others, Project management, Writing, and Grant/Agreement proposal preparation.

- **Project management (~45%)**
 - Works on budgets and project work plans with supervision/advising from supervisor
 - Develops and manages one to several budgets, project work plans independently or with minimal supervision/advising from supervisor, maintains relationship with project partners.
 - Implements project work plans, including field work components, with minimal direction and supervision.

- **Coordination or supervision of others (~15%)**
 - Coordinates interns, volunteers, subcontractors, and supports hiring of interns and technicians
 - May participate in the hiring of technicians and project management staff.
 - Help oversee/coordinate research technician(s) work and schedules.

- Prepare contracts, hire, schedule, and supervise contractors and work crews.
- Supervise interns, subcontractors and technicians.
- **Writing (~20%)**
 - Edits existing reports, writes new reports/products with moderate editing from supervisor.
 - Participate in a review and revision process with peers and supervisors as part of the document finalization process.
 - Effectively communicate in writing appropriate information to the anticipated audience, which may be a funder, a member of the scientific community/peer-reviewed outlet, a project partner, a member of the public, etc.
- **Grant/Agreement proposal preparation (~10%)**
 - Write or contribute substantially to grants/proposals, with moderate editing assistance.
 - Develop proposal budgets, incorporating a strong understanding of the resources needed to complete project objectives, with moderate advising from supervisor.
 - Contribute to successful acquisition of program funding.
 - Proposal development may include cultivation of a relationship and coordination with the funder and project partners and development of the project concept, budget and schedule.
- **Other duties as assigned, which may include the following (~10%)**
 - Conduct tours, workshops, and presentations for funders, partners, and the public.
 - Provide peer to peer mentoring and training in technical skills.

Qualifications

- **Minimum Qualifications**
 - A minimum of five years of experience in plant ecology, or a related field.
 - Demonstrated proficiency with Microsoft Office applications (Word, Excel, PowerPoint) and Google Suite.
 - Ability to work long hours in adverse weather conditions with potential exposure to poison oak. Ability to hike up to 3 miles carrying a 40-pound pack and work in a bent-over/kneeling/sitting position for long periods of time.
 - Strong organizational skills and attention to detail. Experience managing and coordinating several projects simultaneously.
 - Positive attitude and excellent oral and written communication skills.
 - Able to navigate using aerial photos, compass, mapping apps on a tablet and/or GIS.
 - Current U.S. driver's license and acceptable driving record.
- **Required skills, abilities and experience**
 - **Plant Species ID:** Skilled in plant identification, demonstrated ability to learn new species and families, familiar with plant families and use of dichotomous keys, able to

identify suite of target species. Familiarity with regional plant communities and habitat requirements for wildlife (including pollinators and grassland birds) desirable.

- **GIS:** Ability to make effective maps in ArcGIS Desktop or Pro, easily conduct basic analysis (e.g. area and distance calculations), and manage and edit spatial and tabular data.
 - **Statistics:** Understanding of and ability to use basic univariate/nonparametric (t-test, ANOVA, Chi-square, Simple Regression/Correlation) statistical analyses. In addition, experience/training in some/all of the following: Advanced Univariate/Intermediate Multivariate (Multiple comparisons, Multiple Regression, Multi-factor ANOVA, Kruskal-Wallis, Friedman Test, categorical data analysis); Experimental design (randomized block, factorial, repeated measures).
 - **Electronic Data Capture:** Able to use and lead instruction of others in basic development and use of electronic data collection forms and mapping applications (typically on tablets). Able to troubleshoot issues with forms. Platforms may include ArcCollector, Survey 123, S1, and others.
 - **Monitoring:** Implement existing monitoring layout and data collection protocols independently and troubleshoot common issues. In addition, able to create monitoring protocols based on project objectives and experimental design/statistical constraints.
 - **Data Management:** Enter data using appropriate database software or other data storage system and independently perform quality control tasks, as well as importing/exporting data and designing simple queries to extract data.
 - **Peer Reviewed Publications:** Ability to contribute writing of individual sections and/or conduct basic statistical analysis. In addition, able to independently complete writing of multiple sections, including conducting necessary statistical analyses and writing of results.
- **Additional desired skills, abilities and experience**
 - **Meeting facilitation:** Able to plan, facilitate, and provide follow-up for group or public meetings with minimal support or supervision.

How to Apply

To apply for this position:

1. Complete the online job application form. <https://forms.gle/4WSg2jcg022Nkncr9>
You will need the following information.
 - a. Current contact information
 - b. When you would be available to start work
 - c. Contact information (phone and email) for three professional references (including past employers)
 - d. Answers to specific online questions (we recommend you complete these offline, then paste into the application form)
2. Email your letter of interest and resume to mattab@appliedeco.org with "Research Ecologist" in the subject line of the email.

Letters of recommendation, additional writing samples, and/or college transcripts may be requested for top applicants. Applications must be received by November 20, 2020. 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 until the application deadline.

Questions may be addressed to:

Matt Bahm, mattab@appliedeco.org.

For more information about IAE and this program, visit our website www.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.

IAE apoya la diversidad y la equidad, y fomentamos las aplicaciones de todos. Reconocemos que la fortaleza del IAE está en nuestra gente, y creemos que cada empleado tiene el derecho de trabajar en entornos que están libres de todas las formas de discriminación y acoso. IAE no discrimina ni discriminará en las prácticas de empleo y personal, y nuestro compromiso con la igualdad de oportunidades de empleo se aplica a todos los aspectos de la relación laboral.