



Institute for Applied Ecology

Dedicated to native ecosystem conservation, research, and education

563 SW Jefferson Avenue, Corvallis OR 97333 phone: 541-753-3099

Willamette Valley Plant Materials Technician

POSITION DESCRIPTION: 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 is seeking one **Willamette Valley Plant Materials Technician** for field work this spring and summer based in Corvallis, Oregon. This position will spend approximately half of its time collecting seed in remote areas in Western Oregon and the remaining half working on the IAE native seed farm. The Plant Materials Technician will be a key member of our small team working to increase the supply of native species (common and rare) for ecological restoration projects. Applicants with interest in seed collection, conservation biology, native seed farming, and restoration ecology are strongly encouraged to apply.

START DATE: April 3 (some flexibility)

END DATE: September 1 (some flexibility)

Seed Collection Responsibilities:

- Conduct fieldwork: monitor phenology of target species, collect botanical voucher specimens, assess seed quality and collect native seeds, record site data, document activities
- Collaborate closely with IAE Plant Materials team 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
- Clean and process seed
- Prioritize safety; adhere to check-in/check-out procedures and communications via cell phone or SPOT device to ensure crew safety
- May occasionally assist with planting and weeding at IAE's native seed farm
- Flexibility to work collaboratively on related IAE projects in the same geographic area on an as needed basis

Native Seed Farm Responsibilities:

- Assist Farm Manager and Farm Technician with farm operations and native plant materials production
- Assist with greenhouse and shade house plug production including seeding, watering, thinning, and fertilizing
- Participate in the farm integrated pest management program, including monitoring for pests, hand and small tool-weeding, flame weeding, raptor post building and trap maintenance
- Monitor fields for harvest timing and assist with harvest by hand or with machinery
- Dry down harvested material and pack up for seed cleaning
- Clean seed by hand, or with seed cleaning equipment

Minimum Qualifications:

- Plant identification skills and experience using technical keys and collecting plant vouchers
- Wild seed collection experience preferred
- Horticulture, plant farming, or native plant propagation experience preferred

- Data management experience
- Experience using GPS mapping applications
- Excellent communication skills
- Highly organized and detail-oriented
- Outgoing, energetic, and flexible
- 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 3 miles per day

Compensation: \$19/hr, paid monthly. Housing in Corvallis is not provided. Applicants are encouraged to inquire about IAE's Pay Advance policy if you need assistance in meeting financial obligations prior to the first pay period. This is a full-time temporary position with paid holidays and sick leave.

VACCINE REQUIREMENT: In compliance with federal guidelines, IAE has a mandatory Covid-19 vaccination policy. All employees are required to submit proof of vaccination prior to employment. Applicants may request exceptions and reasonable accommodations for medical or religious reasons. Any offer of employment will be contingent on complying with this policy.

To Apply You must complete the online [application form \(click here\)](#). Also include a letter of interest stating when you will be available to start work, resume, and transcripts (unofficial is fine) as a single PDF document emailed to jobs@appliedeco.org no later than January 3, 2021. *In the subject line, please write the position title for which you are applying.*

You will be required to include the names and contact information for three references in your online application form. AT LEAST ONE reference must be from a supervisor from a work experience.

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.

Studies have shown that Black, Indigenous and People of Color (BIPOC), women and other marginalized groups are less likely to apply for jobs unless they believe they meet every one of the qualifications as described in a job description. We are most interested in finding the best candidate for the job, and that candidate may be one who comes from a less traditional background. If you are interested in applying, we encourage you to think broadly about your background and qualifications for the role.

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.