



Institute for Applied Ecology

Dedicated to native ecosystem conservation, research, and education
4950 SW Hout Street, Corvallis OR 97333

The Institute for Applied Ecology (IAE) is a non-profit started in 1999 with a mission to conserve and restore native plants and their habitat through restoration, research, and education. Our vision is a world where all people and wildlands are healthy and interact positively, biological diversity flourishes, and environmental challenges are met with a social commitment to solving problems with scientific principles.

IAE values 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.

Do you want to contribute to the conservation of rare, threatened and endangered species and habitats? If yes, then read on.....

Conservation Research Ecologist

Preferred Start Date: 03/04/2024

Location: Corvallis, Oregon

Status: Regular, Full-time

Job Classification: Ecologist 2 or 3

Compensation: \$56,680 - \$60,840 per year, paid in monthly increments, plus competitive benefits package. Salary depends on placement in the job classification system.

Position Description

The [Institute for Applied Ecology](#) is seeking to hire a Research Ecologist 2 or 3 with a diverse skillset to lead several research and monitoring projects and work within our Conservation Research (CR) team to support the recovery of rare plants (e.g., Nelson's checkermallow and Kincaid's lupine) and wildlife (e.g., greater sage-grouse, Fender's blue butterfly). The ecologist will be based in Corvallis, Oregon. Projects are primarily in western Oregon, but additional projects routinely take place throughout other ecoregions of the state, and occasionally Idaho and Washington.

Specific Responsibilities

Project management

Lead multiple survey/monitoring and/or research projects. Duties include:

- Developing statements of work and refining budgets
- Coordinating with funders, stakeholders, and land managers
- Developing work plans for and supervising field crews
- Planning field logistics
- Ensuring data is high quality and collection meets ethical standards
- Analyzing and curating data
- Being responsible for project budgets, timelines, and deliverables
- Communicating results via written reports, meetings, presentations, conferences

Supervision

- Supervises interns, volunteers, subcontractors, and supports hiring of interns and technicians
- Participate in the hiring of technicians and project management staff.
- Help oversee/coordinate research technician(s) work and schedules.

Communications

- Writes new reports/products to communicate project results with multiple audiences
- Participates in a review and revision process with peers and supervisors as part of the document finalization process.
- Effectively communicate appropriate information to the anticipated audience, which may be a scientific journal or conference presentation, funder, a member of the scientific community/peer-reviewed outlet, a project partner, a member of the public, etc.

Grant/Agreement proposal preparation

- Develops projects, writes grants/proposals independently, with oversight of the Program Director
- Develop proposal budgets, incorporating a strong understanding of the resources needed to complete project objectives.
- 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.

Research program development

- Contributes to the team effort to achieve the vision of IAE's Conservation Research Program
- Conduct tours, workshops, and presentations for funders, partners, and the public.

Minimum qualifications

- Bachelor's degree in botany, biology, wildlife, ecology or related field with five years of post-degree experience
- Positive attitude and excellent oral and written communication skills.
- Strong organizational skills and attention to detail. Experience managing and coordinating several projects simultaneously.
- Good physical condition. Ability to work long hours in adverse weather and environmental conditions including exposure to poison oak.
- Current U.S. driver's license and not categorized as a high-risk driver.
- 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.
- Ability to make effective maps in ArcGIS Desktop or Pro, conduct spatial analyses, develop and manage geodatabases.
- 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 include Field Maps, Survey 123, and others.
- Monitoring: can create and 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 and statistical constraints.
- 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). Complex modeling (SDMs, matrix population models) and climate projections.

Preferred qualifications

- Master's degree and/or additional education in one of the same areas
- Peer Reviewed Publications: Able to conceive of manuscript topic and independently write an initial draft of the entire manuscript, including conducting analyses. Minimal input required on structure/direction.
- Familiarity with non-profits and a record of funded grant proposals.

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.

How to Apply

1. Complete the [online form \(click here\)](#), and..
2. Email the following PDF document to scottharris@appliedeco.org with “IAE Research Ecologist Application (REPOST)” in the subject line. For full consideration your pdf should be received by **5:00pm, Monday, January 15th, 2024**. Applications will begin to be reviewed at that time, and continue until the position is filled. Include the following:
 - Brief cover letter describing your interest in the position, qualifications, and how this position aligns with your goals. *This should be a single page document with 2 – 3 paragraphs.*
 - Resume identifying relevant experience.
 - Contact information for 3 references.
 - The date you can start.

Writing samples (technical report or journal publication) will be requested of all applicants invited for an interview. Letters of recommendation and college transcripts may be requested for top applicants. Non-U.S. residents must also include a copy of their work visa.

If you have any questions or concerns, please direct them to scottharris@appliedeco.org and we will get back to you as quickly as possible.