

**JOB ANNOUNCEMENT:** Botany Technician Carlsbad BLM

**Office Location:** Carlsbad, NM

**Status:** seasonal, full time

**Compensation:** \$17/hour

**Closing date:** Applications will be considered on a rolling basis and the position will stay open until filled.

**About Us:** IAE is a dynamic nonprofit organization founded in 1999 whose mission is to conserve native species and habitats through restoration, research and education.

The Southwest Office of the Institute for Applied Ecology (IAE SW) ([www.appliedeco.org](http://www.appliedeco.org)) will be hiring a botany technician to assist the Carlsbad BLM Field Office Botanist. The technician will primarily work to implement a monitoring plan through rare plant monitoring field data collection for *Eriogonum gypsophilum* (ERIGYP), or Gypsum Wild Buckwheat. Field studies include impacts monitoring; photopoint monitoring; census and mapping; density monitoring, and demographic trend monitoring. Secondary duties may include surveying or monitoring additional rare plants, native seed collection, vegetation monitoring, literature review, historic records research, technical writing, and data entry.

The Botany Technician will be based out of the Carlsbad Field Office to work alongside the Botany and Wildlife staff. This position will be for 30 weeks with the possibility of extension depending on funding, weather, and plant phenology. The work week will vary between five 8 hour days, Monday through Friday, and four 10-hour days, Monday through Thursday. This position will involve some office work (i.e., data entry, site planning), and the rest of the week will be spent in the field.

**Specific Responsibilities of Botany Technician:**

- Work independently and alongside BLM Carlsbad Botanist
- Monitor and/or inventory rare plant populations
- 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
- Occasional overnight camping for field work
- Conference/video calls with SW office in Santa Fe for monthly staff meetings

**Minimum Qualifications:**

- Three years of coursework in botany, ecology, biology, or a related field
- Interest in botany, conservation biology, and/or restoration ecology
- Outgoing, energetic, and flexible
- Excellent communication skills and experience working on a team
- Highly organized and able to manage complex objectives and take initiative
- Comfortable working in rugged, hot, strenuous outdoor conditions

**Preferred Skills:**

- Bachelor's degree in botany, ecology, biology, or a related field
- Plant identification skills and experience using dichotomous keys (familiarity with Southwest flora is a plus)
- Pre-existing knowledge of quantitative rare plant monitoring
- Plant voucher specimen collection experience
- Experience using GPS unit
- Ability to drive a 4WD truck on rugged, off-highway gravel or dirt roads
- Data management experience; experience with Excel
- Comfortable in a backcountry setting: ability to work long hours in adverse weather conditions while maintaining attention to the task and crew safety (First aid training a plus)
- 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

**Compensation and Start Date:**

\$17.00/hr. plus overnight food/camping or lodging expenses as needed. Paid leave available for holidays and accrued sick leave; and unpaid leave permitted for cultural events and supervisor approved vacation. Shared housing might available at a reduced rate. This is a full-time temporary position with no additional benefits. Employment term runs from approximately April – November (30 weeks)

**How to Apply:**

- To apply for this position, please submit the following (as a single pdf preferred):
  - Brief cover letter describing your interest in the position and stating when you would be available to start work.
  - Resume identifying any relevant experience (paid or unpaid)
  - Contact information (phone and email) for 2-3 professional references (including past employers/supervisors).
- Email application materials to [swjobs@appliedeco.org](mailto:swjobs@appliedeco.org); use subject line “**Carlsbad BLM Botany Technician.**”

Applications will be considered on a rolling basis and the position will stay open until filled. Incomplete applications will not be accepted.

**Questions?**

- Please direct any questions about the application process to [swjobs@appliedeco.org](mailto:swjobs@appliedeco.org).
- Direct any questions about the position to Katie Sandbom ([ksandbom@blm.gov](mailto:ksandbom@blm.gov)).

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.*