



Institute for Applied Ecology

Dedicated to native ecosystem conservation, research, and education

1850 Old Pecos Trail, Suite 1, Santa Fe, NM 87505

ARIZONA CONSERVATION TECHNICIAN 3

About Us:

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.

Our Southwest Office (IAE SW) works in New Mexico and Arizona. We cultivate partnerships to facilitate large-scale, regional conservation projects, develop ecologically appropriate sources of native seed, offer native species education opportunities and materials, provide technical assistance to restoration and management planning and implementation, and conduct on-the-ground habitat restoration and applied research.

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.

Start Date: Monday May 13, 2024, potentially flexible

End Date: December 19, 2024, possibility for extension depending on funding

Location: Tucson, AZ

Status: Temporary, full-time

Compensation: \$24.52/hr

Plus travel expenses associated with overnight field work (gas reimbursement for personal vehicle usage, food and lodging), paid holidays, overtime pay, sick leave, and \$150 gear stipend.

Position Description:

Our Southwest office is hiring a conservation technician to support several regional projects including:

- Native seed collection in the Sonoran Desert and various national forests
- Seed-based restoration in the Tonto National Forest
- Restoration site assessments in Central Arizona
- Support native seed increase farms with planting, weeding, and harvests
- Non-field tasks such as data entry and management, literature review, and data collation for various projects

The technician will be based out of the [Desert Research Learning Center](#) in Tucson, AZ. Travel to field sites will be in a provided vehicle or through reimbursement at the federal mileage rate for use of a personal vehicle for short distance travel (i.e. Tucson to Saguaro National Park). Fieldwork will involve travel to distant field sites and regular overnight car camping. The work schedule will typically be 10 hour days, Monday-Thursday but work during non-traditional hours and on weekends may occasionally be required.

Specific Responsibilities of Conservation Technician:

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.

- Conduct fieldwork: assist with baseline vegetation monitoring, scout for target plant populations, determine phenology of target species, collect botanical voucher specimens, assess seed quality, and collect native seeds
- Conduct literature review and synthesize relevant information from peer-reviewed publications and technical reports
- Collaborate closely with IAE Southwest team to meet project goals
- Prioritize safety; adhere to check-in/check-out procedures and communications via cell phone or GPS device
- Communicate with land managers or partners to facilitate access to project sites; represent IAE in a professional manner
- Occasional supervision/oversight of other technicians and volunteers in the field

Minimum Qualifications:

- Flexibility - IAE's Southwest office is comprised of a small, dynamic team in which opportunities frequently arise to assist colleagues with tasks and projects outside the direct scope of the position
- Must have a valid driver's license (in good standing) and ability to drive a 4WD vehicle on rugged, off-highway gravel or dirt roads
- Excellent communication skills and experience working on a team
- Highly organized, able to manage complex objectives and take initiative under minimal supervision
- Plant identification skills and experience using technical keys and collecting plant vouchers
- Comfortable in a backcountry setting: ability to work long hours in adverse weather conditions while maintaining attention to the task and safety
- One or more seasons of ecological field experience, with preference given to those with skills in seed collection and identifying plants of the Southwest
- Data management experience; experience with Excel and data QA/QC
- Experience or willingness to camp and hike up to 10 miles per day
- Ability to work in and respond to adverse field conditions which may include extreme heat and sun exposure, monsoonal rains, flash flooding, lightning, and hazardous wildlife
- Ability to work in bent-over, kneeling, or standing positions for significant periods of time
- Ability to work independently and as part of a team
- Experience navigating to remote field sites using GPS

Preferred Skills:

- Experience using ESRI mobile applications including FieldMaps, Survey123, and ArcGIS Online
- First Aid certification
- Pre-existing knowledge of the BLM Seeds of Success (SOS) protocol or prior seed collection experience
- Coursework/trainings in botany and/or degree in botany or related field

How to Apply:

To apply for this position, please submit the following **as a single pdf**:

- Brief cover letter describing your interest in the position.
- 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 humanresources@appliedeco.org with subject line “Arizona Conservation Technician” no later than **11:59 pm on Sunday April 21, 2024. Applications will be reviewed on a rolling basis.**

Questions?

If you have any questions or concerns, please refer to our [FAQ](#) or direct them to humanresources@appliedeco.org and we will get back to you as quickly as possible.