



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 2

About Us:

The [Institute for Applied Ecology](#) (IAE), a non-profit organization, has been actively engaged in the conservation of native species and habitats through restoration, research, and education for over 20 years. We fill a unique niche in this field by working with a diverse group of partners including federal, state and county agencies and municipalities to accomplish our mission. 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.

START DATE: Wednesday August 16, 2023

END DATE: November 9, 2023, possibility for extension depending on funding

LOCATION: Tucson or Patagonia, AZ (flexible - remote office and field work)

Compensation:

\$21.50/hr, plus travel expenses associated with overnight field work (gas reimbursement for personal vehicle usage, food and lodging) are covered. This is a full-time temporary position with paid holidays and accrued sick leave. No additional benefits included. 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.

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.

Position Description:

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

- Native seed collection for the Four Forest Restoration Initiative (4FRI)
- Rare plant surveys and seed collection in the Gila National Forest
- Restoration site assessments in Central Arizona
- Pollinator garden planting at Saguaro National Park
- Solar restoration project baseline monitoring in Southern NM

- Non-field tasks such as data entry and management, literature review, and data collation for various projects

The technician will be based out of southern Arizona. 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 likely 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. No office space is provided. All non-field tasks will be performed remotely and access to stable internet is required.

Specific Responsibilities of Conservation Technician:

- Conduct fieldwork: assist with baseline vegetation monitoring, conduct rare plant surveys in a burned area, 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 software 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
- Experience conducting surveys for special status plant species
- 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 swjobs@appliedeco.org with subject line “Arizona Conservation Technician” no later than Thursday, June 29, 2023.

Questions?

Please direct any questions about the application process or position to swjobs@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.

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.