



Institute for Applied Ecology

Dedicated to native ecosystem conservation, research, and education

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

NEW MEXICO Seed Collection Crew Technicians

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: August 1st, 2023

END DATE: November 2023

LOCATION: Santa Fe, New Mexico

STATUS: Seasonal, full time

Compensation:

\$19.00/hr, plus travel expenses associated with overnight field work (food and lodging). These are full-time temporary positions with paid holidays and sick leave. No additional benefits included.

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 seeks to hire two seed crew technicians to support two regional projects: plant material development for Northern New Mexico National Park Units and River for Monarchs. For the former, seed collections will take place primarily in Bandelier National Monument and Valles Caldera National Preserve. The River for Monarchs project aims to restore 16 connected habitat sites along the Rio Grande river corridor, an important migration and breeding corridor for monarchs. Seed collections for this project will target milkweed and nectar species and will provide the majority of plant materials which will go into the restoration sites.

The seed crew technicians will be based out of Santa Fe, NM, and travel to field sites will be provided. Fieldwork will involve travel to distant field sites and likely overnight car camping. The work schedule will typically be 8 hour days, M-F but work during non-traditional hours and on weekends may occasionally be required.

Specific Responsibilities:

- Conduct fieldwork: monitor phenology of target species, collect botanical voucher specimens, assess seed quality and collect native seeds, record site data, document activities, and prepare seed for shipping
- Collaborate closely with IAE Southwest team to meet collection targets

Minimum Qualifications:

- 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 and detail-oriented
- Data management experience; experience with Excel and data QA/QC
- 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 6 miles per day

Preferred Skills:

- Plant identification skills and experience using technical keys and collecting plant vouchers
- One or more seasons of field work experience, with preference given to those with skills in seed collection and identifying plants of New Mexico, or the Southwest
- First Aid certification
- Experience using ESRI software including FieldMaps, Survey123, and ArcGIS Online
- 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**:

- o Brief cover letter describing your interest in the position, including **the date you would be available to start**.
- o Resume identifying any relevant experience (paid or unpaid).
- o Contact information (phone and email) for 2-3 professional references (including past employers/supervisors).

Email application materials to swjobs@appliedeco.org with subject line “New Mexico Seed Collection Crew 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.