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.

**Plant Materials Technician**

**Start Date:** 04/08/2024  
**End Date:** 08/30/2024  
**Location:** Corvallis, OR  
**Status:** Temporary, Full-time

**Compensation:** $21.50/hr  
*Plus, travel expenses associated with overnight field work (food and lodging), paid holidays, sick leave, overtime pay, and a $150 gear stipend.*

**Position Description**  
The Plant Materials Program at the Institute for Applied Ecology will be hiring one Plant Materials Technician for field work this spring and summer. This position will spend approximately half of its time collecting seed in remote areas in Western Oregon and the remaining half working on the IAE native seed farm. The Plant Materials Technician will be a key member of our small team working to increase the supply of native species (common and rare) for ecological restoration projects. Applicants with interest in seed collection, conservation biology, native seed farming, and restoration ecology are strongly encouraged to apply.

**Specific Responsibilities:**

**Seed Collection**
- Conduct fieldwork: monitor phenology of target species, collect botanical voucher specimens, assess seed quality and collect native seeds, record site data, document activities  
- Collaborate closely with IAE Plant Materials team to meet collection targets  
- Communicate with land managers or partners to facilitate access to collection sites; represent IAE in a professional manner  
- Manage data and ensure quality control  
- Clean and process seed  
- Prioritize safety; adhere to check-in/check-out procedures and communications via cell phone or SPOT device to ensure crew safety  
- May occasionally assist with planting and weeding at IAE’s native seed farm  
- Flexibility to work collaboratively on related IAE projects in the same geographic area on an as needed basis
**Seed Farm**

- Assist Farm Manager and Farm Technician with farm operations and native plant materials production
- Assist with greenhouse and shade house plug production including seeding, watering, thinning, and fertilizing
- Participate in the farm integrated pest management program, including monitoring for pests, hand and small tool-weeding, flame weeding, raptor post building and trap maintenance
- Monitor fields for harvest timing and assist with harvest by hand or with machinery
- Dry down harvested material and pack up for seed cleaning
- Clean seed by hand, or with seed cleaning equipment

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.

**Minimum Qualifications**

- A positive attitude with an interest in ecology and botany
- Effective communication skills and experience working on a team
- Organized and detail-oriented
- Basic computer skills
- Able to conduct frequent bending, kneeling, and standing
- Able to work in a variety of adverse weather conditions, such as heat, cold, rain, and wind
- A valid driver’s license with the ability to drive a 4WD vehicle off-highway

**Preferred Qualifications**

- Plant ID skills using technical keys
- Seed collection experience and/or knowledge of the BLM Seeds of Success (SOS) protocol
- Horticulture, plant farming, or native plant propagation experience
- Herbicide application experience and/or operating and maintaining mechanical equipment
- Holds an Oregon Commercial Pesticide Applicator’s license
- Able to conduct creative problem solving independently
- Experience with Esri suites (ArcPro, Survey123, FieldMaps)
- Coursework/training in botany and/or degree in botany, horticulture or related field
- Able to lift up to 40lbs
- Hike up to 3 miles a day

**How to Apply**

Please email the following PDF documents to humanresources@appliedeco.org by **11:59pm, Sunday, January 7th, 2024**.

- Brief cover letter describing your interest in the position and how this position aligns with your goals. *This should be a single page document with 2 – 3 paragraphs.*
- Resume identifying relevant experience. *Paid or unpaid experience*

We also ask that you answer all questions in the online application form. The contact information of 2 – 3 references can be provided on the online application form but can be changed at any time in the hiring process. References will be contacted upon completion of the interview.

*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.*