



Dedicated to native ecosystem conservation, research, and education
1850 Old Pecos Trail, Suite I, Santa Fe, NM 87505

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.

Southwest Rare Plant Monitoring Technician

Start Date: 4/1/2024

End Date: 10/3/2024

Location: Santa Fe, NM

Status: Temporary, Full-time

Compensation: \$19/hr

Plus, travel expenses associated with overnight field work (food and lodging), paid holidays, sick leave, and overtime pay.

Position Description

The Southwest Program at the [Institute for Applied Ecology](#) will be hiring two technicians to work with the Southwest Rare Plants Ecologist for the New Mexico Bureau of Land Management's (BLM) Rare Plant Monitoring Initiative. More information about the program can be found in [this](#) blog by the 2023 crew. The crew will monitor demography of rare plants on BLM lands across NM following established protocols, particularly in areas where multiple-use land management (i.e. energy extraction) impacts on rare plants are expected. Crews will be required to drive to remote areas throughout New Mexico, camp overnight for 2-7 consecutive days, hike up to several miles a day, and return to the office for equipment and data management. While rare plant inventories are the focus, where possible, crews will assist with other plant conservation program projects in progress during the summer. Projects may include native seed collection, pollinator monitoring, floristic diversity surveys and native plant restoration. This is a full-time, temporary position that requires overnight camping and non-traditional work hours inclusive of weekend and evening hours.

Specific Responsibilities

- Work with a crew leader and another technician to identify and monitor rare plants in New Mexico
- Hike up to several miles a day to access rare plant populations
- Collect electronic data and maintain field 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
- Willingness to spend multiple days (2-7 days at a time) car-camping in remote areas; familiarity with and willingness to adhere to best practices for field safety and Leave No Trace principles
- Able to conduct frequent bending, kneeling, and standing
- Able to work in a variety of adverse weather conditions, which may include extreme heat and sun exposure, monsoonal rains, flash flooding, lightning, and hazardous wildlife (i.e. rattlesnakes, scorpions, bears)
- A valid driver's license with the ability to drive a 4WD vehicle off-highway

Preferred Qualifications

- Familiarity with basic plant taxonomy, including major families and botanical vocabulary
- Plant ID skills using technical keys
- Knowledge of plants of the Southwest
- 1+ field seasons performing plant identification and vegetation sampling
- Electronic data collection experience
- Experience with ArcGIS Online interface and ArcGIS tablet applications (Collector and Survey 123)
- Coursework/training in botany and/or degree in botany or related field
- Able to lift up to 40lbs
- Able to hike up to 6 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.