

## Restoration Ecologist Job Announcement

**JOB ANNOUNCEMENT:** Restoration Ecologist

**Office location:** Corvallis, Oregon

**Status:** Regular, full time

**Compensation:** \$25.00 - \$28.00/hr. plus competitive benefits package. Wage depends on placement in job classification system.

**Closing date:** For full consideration apply by 11:59 pm on January 2, 2024.

The **Institute for Applied Ecology** ([www.appliedeco.org](http://www.appliedeco.org)) is seeking to hire a Restoration Ecologist with a diverse skillset to lead several enhancement and restoration projects as part of the Habitat Restoration team. Projects are primarily focused in the Willamette Valley, Oregon and southwestern Washington, but may also include the Coast Range and other Oregon ecoregions. Habitat enhancement work supports the conservation and recovery of rare plants (e.g., Kincaid's lupine and Willamette daisy), wildlife (e.g., Fender's blue butterfly, Taylor's checkerspot butterfly and streaked horned lark) and habitats using a variety of restoration techniques.

The Institute for Applied Ecology (IAE) is a dynamic nonprofit organization whose mission is conservation of native species and habitats through restoration, research and education. The Habitat Restoration Program conducts ecological restoration in the Pacific Northwest through on-the-ground restoration, cultivation of partnerships that promote regional conservation, and the advancement of restoration science techniques.

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.

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.

### Job Responsibilities

- Lead habitat restoration activities at public and private land conservation sites.
  - Manage all aspects of restoration planning and implementation. Lead or assist with preparation of restoration, planting, and management plans. Provide contract and budget oversight and communication, and secure permits as needed.
  - Ensure successful completion of restoration treatments including mowing, brush clearing, solarization, herbicide application, burning, planting, and seeding.
  - Operate, supervise, and ensure safe use of equipment (e.g., weed-eaters, chainsaws, ATV, mowers and seeders). Maintain restoration equipment, power tools and storage areas.

- Use GIS mapping applications (primarily ArcGIS Field Maps) to map project activities, and invasive species.
- Coordination and supervision:
  - Help oversee/coordinate habitat restoration field technicians' day-to-day schedule.
  - Prepare contracts, hire, schedule, and supervise contractors and work crews.
  - Coordinate treatments with partners, landowners, and regulators.
  - Coordinate extensive seeding efforts including acquisition and outplanting of large quantities of plant materials.
- Outreach:
  - Prepare reports for funding agencies, newsletter articles and publications.
  - Build and maintain connections with partners and funders.
  - Work closely with landowners.
  - Conduct tours, workshops, and presentations for funders, partners, and the public.
  - Organize and lead volunteer work parties.
  - Present project work at conferences.
- Prepare grant proposals and help to acquire funding to support restoration projects.
  - Work with IAE staff and partners to develop project concepts and proposals.
  - Draft project proposal budgets and write narratives.
- Monitor restoration sites:
  - Conduct site assessments and vegetation inventories.
  - Monitor restoration treatment results, including photo monitoring, plant establishment success, plant community composition, and overall site conditions.
  - Collect data on native vegetation and invasive species. Maintain restoration and management records and track progress.
  - Process, analyze and report data, and maintain restoration databases.
  - Map project areas and treatments using GIS.
- Out-of-town travel required as needed to complete work and to attend meetings and conferences.

### **Qualifications**

- Bachelor's degree in botany, biology, wildlife, horticulture, ecology or a related field and five years of post-degree experience or Master's degree in one of the same areas with two years of post-degree experience (preferred).
- Strong organizational skills and attention to detail. Experience managing and coordinating several restoration projects simultaneously. Experience with contract development and oversight, project planning and implementation, budgeting, and permitting.
- Positive attitude and excellent oral and written communication skills. Experience developing and maintaining relationships with partners, private landowners and colleagues.
- Experience preparing planning documents, including restoration, planting, maintenance and management plans.
- Have or ability to obtain (within three months of hire date) an Oregon commercial pesticide applicator's license (agriculture category).
- Experience with habitat monitoring including data collection, management, analysis and reporting.
- Plant identification skills (including common weeds). Familiarity with Willamette Valley plant communities and habitat requirements for prairie wildlife (including pollinators and grassland birds) is preferred.
- Demonstrated proficiency with Microsoft Office applications (Word, Excel, PowerPoint), Google Suite and ArcGIS.

- Navigational and mapping skills using a variety of tools, including aerial photos, compass, GPS and mapping applications such as ArcGIS Pro and AGOL.
- Good physical condition. Ability to work long hours in adverse weather conditions with potential exposure to poison oak.
- Willingness to operate a tractor (training can be made available), ATV, and other restoration equipment as needed.
- Familiarity with non-profits and a record of funded grant proposals is preferred.
- Current U.S. driver's license and clean driving record.

### **How to Apply**

To apply for this position:

1. Complete the [online form \(click here\)](#). You will need the following information.
  - a. Current contact information
  - b. When you are available to work
  - c. Contact information (phone and email) for three professional references (including past employers)
  - d. Answers to specific online questions (we recommend you complete these offline, then paste into the application form)
2. Email resume and cover letter to [humanresources@appliedeco.org](mailto:humanresources@appliedeco.org)

Applications must be received by 11:59 pm on January 2, 2024. INCOMPLETE APPLICATIONS WILL NOT BE ACCEPTED. Non-U.S. residents must also include a copy of their work visa.

Questions may be addressed to:

Andrew Esterson, [andrew@appliedeco.org](mailto:andrew@appliedeco.org).

For more information about IAE and this program, visit our website [www.appliedeco.org](http://www.appliedeco.org).