



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 founded in 1999 with a mission to conserve native species and habitats 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 Restoration Ecologist

Start Date: 8/5/2024

Location: Santa Fe, NM

Status: Regular, full-time

Job classification: Ecologist 2

Supervisor: Southwest Branch Director

Compensation: \$27/hour

Plus, competitive benefits package, including travel expenses associated with overnight field work (food and lodging), paid holidays, and paid time off (sick and vacation leave)

Position Description

The Southwest Restoration Ecologist will lead pollinator habitat restoration projects throughout New Mexico and may contribute to restoration projects in Arizona. A major project in 2024-2025 this Ecologist leads is IAE's River for Monarchs. This project involves implementing restoration at 16 sites along the Rio Grande corridor; maintaining diverse partnerships with 20+ project partners (including federal agencies, Pueblos, and NGOs); acquiring plant materials; conducting pre- and post-restoration vegetation and pollinator monitoring; and coordinating seed collection crews, volunteers, and horticultural education workshops for students growing plants for restoration. This position will involve a combination of field- and office-based work and occasional overnight travel. The Ecologist is expected to contribute to grant and report writing, pollinator outreach/education, and budget management. While restoration is the focus, the Ecologist will support other plant conservation program projects depending on the candidate's interests and experience. These projects may include native seed collection and processing, rare plant surveys, long-term vegetation monitoring, and plant materials or restoration research.

This is a full-time, regular position that requires occasional overnight camping and non-traditional work hours, sometimes inclusive of weekend and evening hours.

Specific Responsibilities

Project management (65%)

- Develop short- and long-term project-specific budgets and timelines
- Implement project workplans, including fieldwork components:
 - Lead the River for Monarchs collaborative restoration project
 - Support native plant seed collection and processing
 - Support New Mexico meadow jumping mouse and Sacramento Mountains checkerspot butterfly recovery projects
- Develop and coordinate partnerships
 - Professional communication with land managers and partners to achieve project goals, facilitate multiparter meetings and coordinate site visits
- Coordination or supervision of others
 - Supervise 1 regular employee and seasonal technicians
 - Coordinate with contractors and manage nursery production contracts
 - Communicate and coordinate with volunteers, interns, and technicians
 - Train technicians to collect and manage data in ArcGIS products (e.g., Survey123)

Data collection and management (15%)

- Collect and manage electronic data with ArcGIS products (e.g., Field Maps and Survey123) and troubleshoot issues that arise
- Develop and manage maps of restoration sites
- Develop and implement protocols for pollinator and pollinator habitat monitoring
- Independently perform data QA/QC and design simple queries to extract data from database

Writing and editing (15%)

- Contribute to and edit grants, reports, and/or peer-reviewed publications
- Contribute to IAE newsletters and social media posts

Data analysis (5%)

- Perform data quality control and analysis in Microsoft Excel and R
- Compile and communicate field-collected data

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
- Familiarity with basic plant taxonomy, including major families and botanical vocabulary, and ability to identify plants using technical keys
- Five (5) years of successful work experience or equivalent combination of education and experience in plant or pollinator ecology, or related field

- Proven ability to implement common on-the-ground restoration techniques such as hand or mechanical weeding, native species planting and/or seeding. Familiar with integrated pest management techniques. Willing to research best restoration practices in challenging environments, such as arid lands.
- Proven ability to provide site-specific restoration treatment effectiveness assessments. Flexible with restoration plans and timelines when adaptive management is needed.
- Proven ability to navigate to field sites, record data and make maps using ArcGIS software
- Previous leadership experience leading a group of two or more people
- Experience with ArcGIS Online interface and ArcGIS tablet applications (Field Maps and Survey 123)
- Effective oral and written communication skills and experience working on a team
- Strong planning and organizational skills; ability to plan, meet deadlines and manage multiple projects and priorities while paying attention to detail
- Proficient at planning, facilitating, and providing sufficient follow up for group/public meetings with minimal support or supervision
- Self-motivated and able to work independently with limited supervision after initial training period; must be capable of performing well in an office setting, as well as the field
- 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 safely navigate field 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

- Experience working with plants and pollinators of the Southwest
- Skilled at implementing monitoring protocols for region wide multi-location projects based on project objectives and experimental design/statistics constraints, with troubleshooting
- Ability to hike up to 3 miles carrying a 40-pound pack and work in a bent-over/kneeling/sitting position for long periods of time
- Ability to remain in a stationary position, often sitting or standing for prolonged periods

How to Apply

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

- Brief cover letter describing your interest in the position and how this position aligns with your goals and experiences. *This should be a single page document with 2 – 3 paragraphs.*
- Resume identifying relevant experience. *Paid or unpaid experience.*
- The contact information of 2 – 3 references. *References will be contacted upon completion of an 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.