



CALIFORNIA
NATIVE PLANT SOCIETY

Assistant Vegetation Ecologists Job Announcement

The California Native Plant Society (CNPS) is currently seeking to fill at least two full-time Ecologist/ Botanist positions, classified as Assistant Vegetation Ecologists. The positions include at least 5 months of work, beginning mid- to late-February 2019, and the positions may be extended beyond summer dependent on funding.

Duties will include both office and fieldwork related to monitoring, classifying, and mapping vegetation. Tasks will include surveying vegetation, identifying/keying plants, entering data and performing quality control, organizing data and photos, researching and writing up information about vegetation, and other related tasks.

Specific field projects may include establishing long-term monitoring plots in post-fire study areas (Tulare and Kern County), monitoring restoration areas in the Carrizo Plain (San Luis Obispo County), vegetation sampling within the Modoc Plateau (Lassen and Modoc County), and vegetation sampling in the southern Great Basin, Mojave, and Colorado deserts (from Mono and Kern to Imperial counties). Fieldwork will be performed under rigorous conditions; e.g. up to 10 hours per day during 4-8 day sampling missions, with camping or staying at motels overnight.

Office work, including data entry, plant identification with dissecting microscope, data quality control, sorting and research of data, vegetation description writing and related tasks, may be conducted at a computer for up to 8 hours per day. The main office location is downtown Sacramento.

The successful candidate will gain experience in sampling California's diverse vegetation plant assemblages, learning different techniques for collecting field data, identifying plants to the species level, and describing and representing vegetation in fine-scale classification and mapping efforts. CNPS supports a uniform system for vegetation sampling, classification, and mapping and maintains vegetation information databases. This system, developed over the past 25 years by CNPS and the California Department of Fish and Wildlife (CDFW), is used by both governmental and non-governmental institutions to map, categorize and describe vegetation.

Background

The California Native Plant Society (CNPS) is a statewide non-profit conservation organization (www.cnps.org) founded in 1965, with more than 10,000 members in 35 chapters across California and Baja California Mexico. The mission of CNPS is to increase understanding and

appreciation of California's native plants and to conserve them and their natural habitats through scientific study, education, advocacy, horticulture, and land stewardship.

Qualifications for the successful applicant include the following:

Data & office skills:

- Strong organizational, verbal and written communication, analytical and computer skills (Windows Operating System, Microsoft Word, Excel, and email).
- Experience with GIS, such as ESRI ArcMap, databases (e.g., Access) and/or spreadsheets.
- Proficiency in data entry, quality control, and management of both hard copy and digital data.
- Ability to keep accurate records.

Field skills:

- Strong background in California plant identification and experience conducting vegetation sampling, such as the CNPS vegetation protocols.
- Ability to identify live and pressed plants, using the Jepson manual and other floras.
- Experience using GPS (Global Positioning System) or other mobile digital units and field survey equipment (e.g., compass, rangefinder, and tape measure).
- Ability to conduct fieldwork in varied environmental conditions, including inclement weather, rugged terrain and poison oak.
- Ability to drive 4X4 vehicle over variable terrain.
- Ability to interpret hard copy and digital maps, and perform regular field sampling missions.

In addition:

- At a minimum, an undergraduate degree in biology, botany, or a related field.
- A valid California driver's license, proof of current car insurance, and a safe driving record are required.
- Physical requirements include prolonged sitting, standing, bending, using a computer, driving, hiking, lifting and carrying (up to 1/3 of your body weight).
- Ability to work independently and coordinate daily tasks.
- Enthusiasm, positive attitude, and ability to work well in a team setting.

The hourly rate offered is \$17.00 to \$20.00 per hour, commensurate with experience and qualifications. CNPS provides a comprehensive benefits package. The positions are offered as full-time, temporary, beginning in mid to late February 2019.

To apply, please submit cover letter, resume or CV, and three professional references to jobs@cnps.org. Subject line of email should read "Assistant Vegetation Ecologists." Review of applications will begin immediately and continue until filled.

CNPS is an Equal Opportunity Employer and candidates from diverse backgrounds are encouraged to apply.