



Associate Vegetation Ecologist Job Announcement

The California Native Plant Society (CNPS) is currently seeking to fill one Ecologist/ Botanist position, classified as an **Associate Vegetation Ecologist**. The position includes at least 7 months of work, beginning in mid-February 2019, and may be extended dependent on funding.

Duties include both coordinating field-based vegetation assessment efforts and performing fieldwork related to monitoring, classifying, and mapping vegetation. This position requires a highly organized, detail-oriented individual who will assist other CNPS Ecologists in leading and organizing field sampling missions, analyzing and integrating vegetation data in statewide efforts, supporting vegetation classification and mapping efforts, outreach and communication. Other tasks will include surveying vegetation, identifying/keying plants, performing data quality control, researching and writing vegetation descriptions, and other related tasks.

Specific projects to help coordinate and participate in across California may include: vegetation sampling within areas from NE California (e.g., Lassen and Modoc County) to the Bay Area (Marin and San Mateo counties) to SE California (e.g., from Kern to Imperial counties); long-term monitoring data collection in post-fire areas (Tulare and Kern County); monitoring restoration areas in the Carrizo Plain (San Luis Obispo County), etc. This position will work with 1 to 2 crews of staff, and fieldwork will be performed under rigorous conditions; e.g. up to 10 hours per day during 4 to 8 day stints, with camping or staying at motels overnight. Other opportunities may include training staff or volunteers to perform data collection using CNPS vegetation sampling methodologies and related work (e.g., collecting herbarium specimens).

Office work may include GIS data querying, analysis, and map displays; organizing databases and spreadsheets and data QA/QC; plant identification with keys and dissecting microscope; research and description of vegetation and environmental features; coordinating with coworkers and partners; and other tasks at a computer for up to 8 hours/day.

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:

- The main location for office work is in Sacramento, California.
- Experience with supervising staff or volunteers, and with coordinating efforts to survey, map, describe, and/or classify California's diverse vegetation plant assemblages.
- Experience with GIS, such as ESRI ArcMap, to provide map tools for field staff and volunteers, and to provide outputs for display in reports and querying online.
- Strong organizational, verbal and written communication, analytical and computer skills (Windows Operating System, Microsoft Word, Excel, and email).
- Ability to maintain and manage accurate records in digital and hard-copy formats.
- Skill at describing and representing vegetation in fine-scale classification and mapping.
- Experience with databases (e.g., Access) and/or spreadsheets to assist in quality control and managing digital data; Experience with classification analysis techniques a plus!

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 conditions, including inclement weather, rugged terrain and poison oak, and ability to drive 4X4 vehicle in variable terrain.
- Ability to use hard copy and digital maps, and perform regular field sampling missions.

In addition:

- At a minimum, an undergraduate degree in biology, botany, or related field; while a master's or higher degree is preferred.
- 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 of others.
- Enthusiasm, positive attitude, and ability to work well in a team setting.

The hourly rate offered is \$20.00 to \$25.00 per hour, commensurate with experience and qualifications. CNPS provides a comprehensive benefits package, including full payment of employee health insurance premiums, life insurance, 6% retirement match, and paid holidays and vacation. The position is offered as full-time, temporary, beginning in mid-February 2019.

To apply, please submit cover letter, résumé/CV and three professional references to jobs@cnps.org. Subject line of email should read "Associate Vegetation Ecologist." 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.