Barbara Rice Vegetation Intern – Mendocino/Northern Sonoma Counties  
California Native Plant Society  
Job Announcement

About CNPS
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.

CNPS supports a uniform system for vegetation sampling, classification, and mapping and maintains vegetation databases and A Manual of California Vegetation. This system, developed over the past 25 years by CNPS and California Department of Fish & Wildlife (CDFW), is used by both governmental and non-governmental institutions to map, categorize and describe vegetation.

CNPS is the leader in determining the rarity ranking of plants native to California, and works closely with CDFW’s Natural Diversity Database. CNPS maintains an Inventory of Rare and Endangered Plants of California that is routinely updated through field surveys of natural populations and collaboration with regional botanists and CNPS chapters.

Job Summary
The Vegetation Intern will work with CNPS vegetation and rare plant scientists to explore and understand California’s plants and plant communities primarily in Mendocino and Sonoma counties. This is a part-time to full-time Vegetation Science position directly supervised by both the Vegetation Program staff and the Dorothy King Young Chapter vegetation chairs. The position includes at least 6 months of work, beginning mid to late February 2020, and the position may be extended beyond summer depending on funding.

The intent of this internship is to provide hands-on practical experience focusing on native vegetation and rare plants to an entry level botanist interested in conservation, government, and/or consulting. The intern will assist with a variety of tasks to provide a well-rounded suite of experiences that will be applicable to working across numerous botanical professions.

This internship has been established in memory of Barbara Rice, an avid botanist and CNPS member who was instrumental in surveying the rare and native plants and vegetation of Sea Ranch and the northern California coast.

Principal Duties & Responsibilities
Duties will include both office and fieldwork related to surveying and documenting natural vegetation and rare plants. The successful candidate will gain experience in describing a variety of California’s vegetation assemblages and rare plants along the North Coast. Tasks will include the following: collect field vegetation surveys with Chapter volunteers, help volunteers with rare plant treasure hunts and/or Sea Ranch biotic surveys, identify plants observed, process botanical specimens, enter data and do quality control, organize data and photos, prepare a report on the natural vegetation and rare plant survey results, and other related tasks.

Specific focus will be to survey and map coastal vegetation from Salt Point State Park, in northern Sonoma County, to the Navarro Point, in Mendocino County. Protocols will include the CNPS/CDFW Vegetation
sampling protocols and the CNPS rare plant treasure hunt protocols. Particular attention will be on coastal terrace prairie and coastal scrub, which forms a dynamic yet poorly described native ecosystem in this region of California.

Fieldwork may be performed under rigorous conditions (e.g. up to 10 hours per day during 4-day sampling missions, with camping or staying at researcher housing overnight).

**Minimum Qualifications**
- Pursuing or having recently completed an undergraduate degree in biology, botany, or a related field
- Knowledge and experience with Microsoft Office suite and Google suite
- Proficiency in data entry, quality control, and management of hard copy and digital data
- Excellent oral and written communication skills
- Ability to detect and identify differences in plants and plant parts
- Familiarity with field equipment (e.g. compass, rangefinder, and tape measure)
- Ability to interpret hard copy and digital maps, and perform regular field sampling
- Enthusiasm, a positive attitude, and the ability to work in a team setting
- Ability to work independently and coordinate daily tasks

**Desired Qualifications**
- Background in California plant identification, with some knowledge of Mendocino/Sonoma Coast’s flora
- Experience conducting field sampling, such as the CNPS rare plant and 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; experience with GIS (such as ESRI ArcMap) is a plus
- Ability to do fieldwork in varied conditions, including inclement weather, rugged terrain, and Poison Oak

**Physical Requirements**
This job requires prolonged sitting, standing, bending, using a computer, driving, hiking, lifting and carrying (up to 1/3 of your body weight).

**Additional Job Information**
- Work time is generally Monday through Friday 8:00 to 5:00. Some flexibility is possible. Weekend working hours are likely for fieldwork and volunteer collaboration.
- This is a Mendocino – Northern Sonoma County based position.
- Periodic travel to locations such as Sacramento, California, will be required.
- A valid California driver’s license and proof of car insurance are required, provided annually.

**Compensation and Benefits**
The hourly rate offered is $15/hour. CNPS provides a comprehensive benefits package, paying 100% of employee premiums for health, life, dental, and vision insurance with low cost family coverage options. CNPS offers a 401K retirement plan with up to 6% matching contributions. Annual paid leave benefits include generous paid vacation, sick and holidays.

**To Apply**
Submit a cover letter, a resume, and three professional references to jobs@cnps.org. Subject line of the e-mail should read “Vegetation Intern.” Review of applications will begin January 14 and continue until filled.

*CNPS is an Equal Opportunity Employer. Candidates from diverse backgrounds are encouraged to apply.*