



**Associate Vegetation Ecologist
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 11,000 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 Vegetation Program

The CNPS Vegetation Program supports a uniform system for vegetation sampling, classification, and mapping. 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, describe, and rank rarity of vegetation. At the heart of this effort is *A Manual of California Vegetation* (vegetation.cnps.org); originally a hard-copy reference, this resource is now available and regularly updated online.

Job Summary

The **Associate Vegetation Ecologist** is a full-time non-exempt position directly supervised by the Vegetation Ecologist Manager. This position is responsible for updating content in [A Manual of California Vegetation](#) and for the promotion and facilitation of the [Rare Plant Communities Initiative](#). The position requires a detail-oriented individual to help organize and integrate vegetation data in regional and statewide efforts, support vegetation classification and mapping efforts, and increase outreach and communication. This position will typically work independently and sometimes direct 1-2 staff, either in the office or in the field. Other opportunities include training staff or volunteers to perform data collection and data entry using CNPS vegetation methods and related work (e.g., plant identification & specimen collection). Field time would likely be 10-25% of the position duties.

Duties and Responsibilities

Office work

- Compile, organize, quality control, and synthesize vegetation data in databases and spreadsheets
- Manage, query, analyze and display spatial information using ArcGIS
- Analyze vegetation data using PC-Ord, R, or other software for classification, mapping, and monitoring
- Use literature to research and describe vegetation and environmental factors.
- Rank rarity of vegetation types.
- Coordinate with partners and coworkers on field-based assessments for sensitive natural communities.
- Develop webinars on mapping, rarity ranking, and evaluating sensitive vegetation.
- Summarize natural communities in *A Manual of California Vegetation* and in written reports.

Field work

- Conduct vegetation sampling and training in areas where sensitive natural communities occur in California.
- Identify plants using keys and a dissecting microscope.
- Support ongoing fieldwork for fine-scale vegetation classification and mapping efforts.

Required Qualifications

Data & office skills:

- 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.
- Experience with GIS, such as ESRI ArcMap and ArcCollector, to provide map tools for staff and volunteers, and to provide outputs for display in reports and querying online.
- Proficiency with databases (e.g., Access) and/or spreadsheets to quality control, manipulate, and manage data.
- Skill at describing and representing vegetation in classification and mapping efforts, and in written reports.

- Experience with coordinating efforts to survey, map, describe, and/or classify California's diverse vegetation plant assemblages.
- Experience coordinating with partners and staff to build and facilitate consensus on collaborative projects.
- Ability to work independently and coordinate daily tasks of others.

Field skills:

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

Preferred Qualifications

- Experience with analysis techniques such as PC-Ord or R, to assist in classification analysis techniques is a plus!
- Fluency in Spanish or other languages spoken in California.
- Knowledge of CNPS, familiarity with native plants and plant communities throughout California.
- At a minimum, an undergraduate degree in biology, botany, or related field, while a master's or higher degree is preferred.
- Enthusiasm, positive attitude, and ability to work well in a team setting.

Physical Requirements

This job requires prolonged sitting, use of computer and mouse, and the ability to participate in fieldwork including standing, hiking, driving, carrying gear, and traveling off-trail in sites with variable grade. Reasonable accommodations may be made to enable individuals with disabilities to perform essential functions.

Additional Information

- Office work schedule is generally eight hours a day, Monday through Friday. Flexible schedules are possible.
- Fieldwork schedules can be rigorous (e.g. 10 hours per day during 4-day stints, with camping or staying at motels/home rentals overnight).
- A valid California driver's license is required.
- This is a remote position but can transition to a Sacramento- or Berkeley-based position if work dictates and safety allows.

Status, Compensation, and Benefits

This is a full-time, non-exempt staff position with an hourly rate of \$28.86 – \$31.10. The position includes funding for at least 12 months of full-time work, beginning in June 2021, and the position may be extended. CNPS provides a comprehensive benefits package, paying 100% of employee premiums for health, life, dental, and vision insurance with competitive family coverage options. CNPS offers a 401K retirement plan with up to 6% matching contributions. Annual paid leave benefits include 12 holidays, 12 sick days, and 10 vacation days to start.

Equal Opportunity Policy

CNPS's policy is to afford equal employment opportunities to all persons, regardless of age, ancestry, color, disability, gender, gender expression, gender identity, marital status, medical condition, military or veteran status, national origin, political affiliation, race, religion, sex, and sexual orientation. This policy demonstrates CNPS's commitment to creating a diverse and inclusive environment that values different perspectives and fosters belonging. To better understand the demographic profile of applicants, CNPS requests candidates to fill out the volunteer questionnaire that is part of the application form. Your responses will remain confidential, anonymized, and not shared with the hiring committee.

To Apply

Submit a cover letter and résumé/CV [here](#). Please include any pertinent information, including professional and personal experience, that is relevant to the position. The deadline to apply is (May 21).

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