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*; 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 supporting Statewide Vegetation inventory, classification, mapping, and monitoring efforts through the coordination of field missions and the promotion of the Rare Plant Communities Initiative and *Manual of California Vegetation*. The position requires a detail-oriented individual to help organize and integrate vegetation data in regional and statewide efforts, coordinate fieldwork and crews in inventory and mapping efforts, classify and describe vegetation, and increase training, outreach, and communication in areas such as the Central Coast and North Coast. This position will typically work independently and may direct 2-4 staff and/or volunteers, in the office or in the field. Other opportunities include training staff, students, or volunteers on data collection, data entry, and GIS tasks 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**
- Coordinate with partners and coworkers on field-based assessments for regional sampling and mapping projects and for sensitive natural communities
- Compile, organize, quality control, and synthesize vegetation data in databases and spreadsheets
- Manage, query, analyze and display spatial information using ArcGIS
- Use literature to research and describe vegetation and environmental factors
- Assist with ranking of vegetation and webinars on mapping, rarity ranking, and evaluating sensitive vegetation
- Summarize natural communities in *A Manual of California Vegetation* and in written reports.

**Field work**
- Support ongoing fieldwork for fine-scale vegetation classification and mapping efforts
- Conduct vegetation sampling and training in regional projects and on sensitive natural communities in California
- Identify vegetation types with diagnostic keys and plants using taxonomic keys, hand lens, and dissecting microscope.

**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, ArcCollector, and Survey123 to implement GIS tools for self, other 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, mapping, and in written reports
- Experience coordinating surveys, mapping, description, and/or classification of California’s diverse vegetation types
- Knowledge of CNPS, familiarity with native plants and plant communities throughout California
- 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 gear (e.g., compass, rangefinder, binoculars, tape measures, camera)
- Ability to work individually and in teams on field data collection in varied conditions, including inclement weather, rugged terrain, poison oak, and other potentially 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
- Fluency in Spanish or other languages spoken in California
- At a minimum, an undergrad. degree in biology, botany or related field. A master’s or higher degree is preferred
- Enthusiasm, positive attitude, and ability to work well in dynamic, team settings.

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 at 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 may be rigorous (e.g. 10 hours/day during 4- or 8-day stints)
- Overnight accommodations include either camping or staying at motels/home rentals with paid travel
- A valid driver’s license is required.
- While a remote position, we hope for this to be a Sacramento-based position if work and safety allows.

Status, Compensation, and Benefits
This is a full-time non-exempt staff position with a starting hourly rate of $30.57. The position includes funding for at least 1 year (12 months) of full-time work, beginning in April 2022, and the position will likely 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 13 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 March 11, 2022.

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