



Job Announcement: Senior Biologist

August 2015

(www.tejonconservancy.org)

The Tejon Ranch Conservancy (Conservancy) is a nonprofit land trust responsible for overseeing protection and stewardship of Tejon Ranch, an extraordinarily biodiverse and geographically unique working ranch in central California. At 270,000 acres, Tejon Ranch is the largest contiguous private land holding in California and is situated in a globally significant hub of ecoregional diversity-- at the crossroads of the Sierra Nevada, the Mojave Desert, the Southern Coastal Mountains, and the Central Valley. Tejon Ranch encompasses much of the Tehachapi Mountains with over 6,000 feet elevation gain. The Ranch is a significant corridor serving to connect millions of acres of National Forest in the Sierra Nevada and Coastal Ranges. Until the formation of the Conservancy, this area has been largely off-limits to scientific investigation, and thus this region is underrepresented in our understanding of California flora and fauna. Since our inception in 2008, research partners and staff have documented over 1100 plant species including 3 newly described species to science (tejonflora.org). In addition, 43 herpetofauna species, 56 mammal species, 258 avian species, and a short list of invertebrates have been documented. Significant range extensions for dozens of species have been recorded in this short time period, and over 60 special status species are found on the Ranch.

In managing one of the most ecological valuable regions in California, our mission is *to protect, restore and enhance the native biodiversity and ecosystem values of the Tejon Ranch and Tehachapi Range for the benefit of California's future generations*. We are a small devoted team of conservation professionals with an inquisitive and passionate dedication to learning about, sharing, and conserving this phenomenal landscape, and the successful candidate must be similarly engaged, enthusiastic, curious, creative, and team-oriented. Our efforts are guided by a formal Conservation and Land Use Agreement and require close coordination with the Tejon Ranch Company (TRC) – the fee-title owner of the Ranch. This is a working landscape with active cattle grazing, small-scale commercial agriculture and oil and gas extraction, and a diverse hunting program. The successful applicant must be flexible and eager to work on multiple related tasks with a variety of constituents and have the ability to work independently as well as collaborate effectively within our organizational team. He or she will report to our Conservation Science Director, and work closely with our Stewardship Manager and Public Access Manager to creatively build and effectively implement an exemplary science and stewardship program that incorporates volunteers, educates the public, and informs the scientific community about the extraordinary natural resources on Tejon Ranch.

Core Functions

The Senior Biologist will work with our Conservation Science Director and other program staff to develop and manage all aspects of the Conservancy's Science Program, including: (1) developing, managing, and implementing the science activities for Tejon Ranch conservation lands and possibly the broader Tehachapi Mountain region, (2) communicate the results of the Conservancy's work, (3) coordinate with TRC on its ongoing land use activities within the context of the Tejon Ranch Conservation and Land Use Agreement and applicable conservation easements, and (4) serve as a leader and spokesperson to the public and other guests during public access and education activities sponsored by the Conservancy. Specific responsibilities of the Biologist will include:

1. Managing and overseeing implementation of the Conservancy's science and stewardship mission, which is articulated in our Ranch-wide Management Plan (RWMP) (<http://tejonconservancy.org/rwmp.htm>) and will include:
 - a. Conducting or managing and working with volunteers, contractors, and academic partners to implement a variety of field monitoring efforts.
 - b. Working with Stewardship Manager to develop new adaptive management, monitoring, and

- science-based stewardship projects.
 - c. Working with Public Access Manager to incorporate Conservancy docents and other volunteers into Conservancy science projects and to develop new public access, outreach, and education programs.
 - d. Analysis and reporting of monitoring and management results, and working with other program leads to apply this information to adaptive management programs, recreation, and TRC activities.
 - e. Maintaining Conservancy databases (e.g., GIS species databases, monitoring databases).
 - f. Updating and revising the RWMP in 2018.
2. Communicating and collaborating with science organizations and academic institutions, public resource managers and regulators, private conservation groups, and the general public. In addition, share social media, website updates, and blog writing responsibilities with Conservancy staff to communicate the Ranch's natural resource diversity and our important conservation work.
 3. Assist in developing creative and collaborative conservation programs with volunteers and conservation partners (e.g., academic institutions and schools, Audubon California, California Native Plant Society chapters, North American Field Herpetological Association, etc.) on conservation lands.
 4. Represent the Conservancy at scientific and land management conferences, publish technical papers and journal articles, and provide presentations and lectures to stakeholders, donors, and local citizen groups.

Desired Knowledge/Skills

A minimum of a Master's degree and 3 years of experience, or equivalent, in a natural resources field, such as ecology, wildlife management, conservation biology, ecosystem restoration, or natural resources management is required to excel in this position. Preference will be given to applicants with demonstrated experience developing and implementing science-based monitoring, stewardship, and/or conservation projects. We are looking for an enthusiastic, engaged, and highly motivated individual who is passionate about natural sciences to fit in with our existing team. Desired knowledge and skills include:

- Ability to design and implement ecological field studies and monitoring programs, including data management and analysis, with a strong understanding of conservation biology and land management issues.
- Experience with Geographic Information Systems, databases, statistical packages, and Microsoft Office applications.
- Experience managing and leading field teams.
- Experience with the natural resources in the Tejon Ranch region, including field identification skills for relevant taxa.
- Excellent verbal and written communication skills, as well as outstanding interpersonal skills, creativity, and enthusiasm.
- Must be able to work efficiently and independently, but also be exceptionally team oriented and collaborative in working with Conservancy staff.
- Ability to communicate effectively with people of different backgrounds, including Ranch managers, developers, resource and regulatory agency staff, funders, scientists and technicians, numerous partners, environmental activists, volunteers, and the general public.
- The position will entail a mix of field and office time, requiring occasional physical exertion or strain, exposure to disagreeable elements, frequently working alone in isolated regions of the Ranch, long days, and a willingness to spend time in the office.
- Willingness to work long hours with an unpredictable schedule, including weekends.

Compensation

The salary for this position is commensurate with experience. The Tejon Ranch Conservancy offers an excellent

benefits package including health, vision, and dental insurance, life and disability insurance, and a 401(k) retirement program. The Tejon Ranch Conservancy is an equal opportunity employer.

Applying

The application period for this position will remain open until filled. To apply, submit CV, cover letter, and the names/contact information of three references to:

Jennifer Brummett
Operations Manager
Tejon Ranch Conservancy
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