

Innovative Restoration Technicians Position Description

JOB TITLE	Innovative Restoration Technicians
JOB FAMILY	Science
JOB NUMBER	850001
SALARY GRADE	3
STATUS	Seasonal
SUPERVISOR	Restoration Scientist
LOCATION	Burns, Oregon or Negotiable
DATE	February 2021

ABOUT US

Founded in 1951, the Nature Conservancy is a global conservation organization dedicated to conserving the lands and waters on which all life depends. Guided by science, we create innovative, on-the-ground solutions to our world's toughest challenges so that nature and people can thrive together. We are tackling climate change, conserving lands, waters and oceans at unprecedented scale, providing food and water sustainably and helping make cities more sustainable. One of our core values is our commitment to diversity. Therefore, we strive for a globally diverse and culturally competent workforce. Working in 72 countries, including all 50 United States, we use a collaborative approach that engages local communities, governments, the private sector, and other partners. To learn more, visit www.nature.org or follow @nature_press on Twitter.

The Nature Conservancy offers competitive compensation, 401k or savings-plan matching for eligible employees, excellent benefits, flexible work policies and a collaborative work environment. We also provide professional development opportunities and promote from within. As a result, you will find a culture that supports and inspires conservation achievement and personal development, both within the workplace and beyond.

YOUR POSITION WITH TNC

The Innovative Restoration Technician (IRT) positions (3) are seasonal positions starting March 22 and ending either October 29 or November 26, with possibility of extension. The IRT positions are based in TNC's Burns, Oregon field office, at the Eastern Oregon Agricultural Research Center. Each IRT position will contribute TNC's efforts to improve restoration of western rangelands affected by invasive annual grasses.

Specifically, all IRTs will support The Nature Conservancy's Sagebrush Sea Innovative Restoration project by producing and testing enhanced seed materials in the lab and field, which are designed to increase the success of native perennial vegetation restoration in wildlands across the West prone to invasion by exotic weeds. This involves preparation and implementation of projects via lab and field work (50%), and collection of data in support of field research, monitoring, and assessment (30%). Other duties will include data entry (10%) and other conservation/science project tasks as needed (10%). Other projects may include, but are not limited to, traveling to other sagebrush sea states (ID, NV, UT, WY) to install and monitor field experiments, conducting seeding on TNC preserves, performing controlled germination experiments, and assisting with projects in collaboration with local, state, and federal agencies.

In addition, one IRT will serve as a primary coordinator for data collection and maintenance at the Glass Butte forb garden, one of a network of common gardens established by the USDA Forest Service to study native forb populations in order to create seed transfer zones for restoration. This coordination requires organizing data collection schedules, collecting and organizing data with or without other TNC staff, and regularly sending data and samples to Forest Service collaborators.

ESSENTIAL FUNCTIONS

The Innovative Restoration Technician provides administrative, research, project management and/or general assistance to program or preserve staff. This work requires following detailed protocols in the lab and field, including seed sorting and handling, seed germination trials, seedling identification and measurements, repetitive vegetation data collection and entry in the lab and field, constructing/installing experiments, and laboratory cleanup.

RESPONSIBILITIES & SCOPE

- Performs field and lab work, both supervised and unsupervised, and maintains project data and records
- Supervises no staff, but may help plan and direct work for other staff on specific projects
- Often works in variable weather conditions, at remote locations, on difficult and hazardous terrain under physically demanding circumstances, and/or in full personal protective equipment inside laboratories for extended periods.
- Requires occasional overnight travel in and out of state, often camping for 2 – 6 consecutive days
- May purchase equipment and supplies as provided for in budget

MINIMUM QUALIFICATIONS

- Associates Degree in natural resources; environmental studies or equivalent combination of education and 6 months' experience
- Experience working with seeds or plants in an outdoor or lab or greenhouse setting
- Experience managing and prioritizing tasks from multiple sources
- Willingness to live and work in a small and remote location (Burns, OR) and occasionally travel for 4 or up to 8 consecutive days

DESIRED QUALIFICATIONS

- Multi-language skills and multi-cultural or cross-cultural experience appreciated
- Experience in sagebrush ecosystems, and knowledge of common plant species
- Experience handling seeds and conducting germination and seedling growth trials in laboratory settings
- Experience making consistent and repeated observations and recording data accurately
- Ability to follow protocols for using laboratory equipment and/or small machinery, hand tools, and power tools.
- Ability to contribute to and work within a small team
- Ability to work independently and exercise independent judgment
- Ability to safely travel on primitive roads and trails, and safely perform physical work in remote settings
- Experience with time management when contributing to multiple projects
- Experience with common software applications (Word, Excel, Web browsers)

SALARY INFORMATION

Estimated starting hourly wage: \$19.75 - \$20.25, dependent on qualifications and experience.

TO APPLY

Visit www.nature.org/careers and apply online with cover letter and resume to **job #49365** or apply directly. All resumes and **required** cover letters must be submitted through The Nature Conservancy's online application system. The application deadline is March 3, 2021 at 8:59 PM PST. If you experience technical problems with the site or application process, please contact applyhelp@tnc.org and include the job opening ID.

ORGANIZATIONAL COMPETENCIES:

Builds Relationships

Builds productive relationships by interacting with others in ways that enhance mutual trust and commitment.

Collaboration & Teamwork

Works collaboratively with stakeholders across levels, geographies, backgrounds, and cultures to improve decisions, strengthen commitment, and be more effective.

Communicates Authentically	Communicates proactively and in a timely manner to share information, persuade, and influence with the appropriate level of detail, tone, and opportunities for feedback.
Develops Others	Takes ownership to help develop others' skills, behaviors, and mindsets to help them maximize their workplace contributions.
Drives for Results	Sets challenging goals and objectives based on a strong sense of purpose and high-performance standards and steadfastly pushes self and others for tangible results, while ensuring work-life balance.
Leverages Difference	Demonstrates commitment to harnessing the power of differences strategically; consistently sees, learns from, and takes strategic action related to difference; and demonstrates the self-awareness and behaviors to work across differences of identity and power respectfully and effectively with all stakeholder. Actively seeks to build and retain a diverse workforce and fosters an equitable inclusive workplace by drawing upon diverse perspectives.
Systems Leadership	Thinks and acts from a broad perspective with a long-term view and an understanding of 1) the dynamic nature of large-scale challenges and 2) the need for integrating five key practices: skillfully engaging appropriate people; providing a clear process for change; taking a holistic view of situations; focusing on a small number of strategic actions, while learning from and adapting them over time; and being aware of how one's own thinking or patterns of behavior may be limiting change.

This description is not designed to be a complete list of all duties and responsibilities required for this job.

The Nature Conservancy is an Equal Opportunity Employer. Our commitment to diversity includes the recognition that our conservation mission is best advanced by the leadership and contributions of people of diverse backgrounds, beliefs and cultures. Recruiting and mentoring staff to create an inclusive organization that reflects our global character is a priority and we encourage applicants from all cultures, races, colors, religions, sexes, national or regional origins, ages, disability status, sexual orientations, gender identities, military or veteran status or other status protected by law.