



## POSITION ANNOUNCEMENT:

- **Title:** Research Scientist focused on ecosystem services in ranching landscapes
- **Location:** Logan, UT – Able to work from home office. Will also spend time at local UT field sites
- **Application deadline & start date:** Position is open until filled. Candidates will be interviewed on a rolling basis starting March 1<sup>st</sup>. Desired start date is April 15.

We are looking for a **Post-doc or MS-level Research Scientist** to join our team for a 1-year research and writing position. The Research Scientist will work closely with WLC's Lead Scientist – Dr. Kris Hulvey, and will also spend significant time working independently, and with our other project partners.

## **ABOUT WORKING LANDS CONSERVATION ([www.workinglandsconservation.org](http://www.workinglandsconservation.org)):**

WLC is a small research-based non-profit located in Logan, UT. Our goal is to bring science to collaborative partnerships working to improve land management, while supporting community and livelihood. We strongly believe that partnerships comprised of diverse stakeholders lead to innovative management ideas, and that producers are the foundational stewards of our working landscapes. We work closely with producers, state agencies, federal agencies, and university partners to complete our work, share ideas, and inspire innovative management.

## **THE PROJECT:**

U.S. ranchers have long relied on rangelands to provide forage for livestock. More recently, there is a growing interest in rangelands providing a broader array of ecosystem services including soil carbon sequestration, healthy riparian areas, and high-quality sage grouse habitat. Despite a growing interest in managing for multiple ecosystem services, there are gaps in our understanding of how grazing practices affect ecosystem processes. Our goal is to balance supplies of multiple services in working rangeland systems.

Our team is investigating how grazing timing and duration – two key elements of rotational grazing – can manage cattle disturbance and mitigate their impact on ecosystem processes. Over the past five years WLC has measured timing and duration's affect on riparian health, water quality, and sage-grouse habitat. We will continue to collect information on each of these services after an innovative grazing system is implemented across our Rich County, UT project area in 2021. Our ranching partners are also interested in learning whether this new grazing system will increase carbon sequestration and we are thus expanding our work to include soil health and carbon sequestration monitoring.

## **POSITION SUMMARY:**

We are seeking a research scientist that can bring their unique background and scientific expertise to our team. WLC is expanding current research programs at the request and interest of ranching and agency partners; We are increasing our riparian health monitoring and developing a fledgling soil health and carbon sequestration monitoring program. The successful



new team member will spearhead the development of these two new program areas, with strong support from WLC Lead Scientist – Dr. Kris Hulvey, summer field techs, and WLCs research partners, including: Utah Grazing Improvement Program (Utah Dept. of Ag & Food), Bureau of Land Management (BLM), Natural Resource Conservation Service (NRCS), Three Creeks Grazing, LLC, and Utah State University Extension Labs.

**PRIMARY RESPONSIBILITIES:**

- Lead statistical analyses and initiate writing of scientific paper(s) using existing data sets, and data collected during 2021
- Develop research and networks, and lead field work focused on soil health, soil carbon, and riparian health with input from WLC’s Lead Scientist and collaborative team comprised of Federal Agencies and University scientists
- Write field updates/reports for collaborators
- Present research updates in public & private meetings to stakeholders & collaborators
- Communicate regularly with WLC Lead Scientist about field work and research projects
- Work with the WLC Project Manager to identify plants across field sites
- Contribute, when needed, to other WLC projects, e.g., monitoring of water quality & forage sustainability
- Work with Project Manager, when needed, to organize summer field logistics
- Work with Project Manager to update project’s social media site, e.g: website blog, facebook, instagram
- Co-organize/co-lead field events including annual field tours in study area
- Opportunity to develop and write grant proposals with WLC team
- Opportunity to develop independent research based on own interests and expertise

**IDEAL CANDIDATE:**

At WLC, we are passionate about the sage-brush ecosystems where we work. We are equally passionate about building strong, respectful relationships with our partners based on trust and communication. The ideal candidate would share these passions, values, and goals.

We are looking for someone that wants to make a difference to the management of local landscapes while also building knowledge that can have impact more broadly. Our place-based research will directly influence local rangeland management, including grazing decisions that support local ecosystems and producer needs. At the same time, we are monitoring the outcomes that flow from implementation of an innovative, public lands grazing plan that can serve as a model for US public rangeland management beyond Utah.

WLC would love to support a person excited to take on the challenge of ramping up our riparian monitoring and developing our soil health & carbon sequestration research.

**SPECIFIC EXPERIENCE REQUESTED:**

We recognize that each applicant will bring unique skills, knowledge, experiences, and background to this position. A good fit means that you will be contributing your skills and



passion to Working Lands Conservation’s ongoing development as a stakeholder-focused, research non-profit. We welcome diverse experiences and perspectives in our applicant pool, and will be looking for candidates who possess many, but not necessarily all, of the following qualifications and experience:

- MS or PhD completed by June 2021 in any one of the following: ecology, plant biology, soil science, restoration ecology, conservation, environmental sciences, wildlife science, rangeland science, or other related science-based field (*Preferred Start date: April 15; salary rate based on degree*)
- Proficiency with statistical analysis of ecological data
- Experience & success writing scientific manuscripts published in peer reviewed journals
- Experience presenting research at workshops/conferences/meetings
- Strong interpersonal skills including experience working with multiple stakeholder groups including government agencies/academic scientists/ranchers, and the desire and ability to communicate clearly and respectfully to all these groups
- Ability to (happily) spend long days in extreme field conditions including cold, heat to 90F, buggy conditions that can include mosquitoes, ticks & biting flies
- Ability to work independently with proficiency in prioritizing tasks, organizing time and managing multiple activities to meet deadlines; strong organizational skills, accuracy, and attention to detail.
- Experience living/working in a remote location with a field crew
- GIS mapping skills
- Ability to carry 20 lbs over uneven terrain
- Ability to work safely in remote field locations
- Valid driver’s license
- Must be a US citizen

**POSITION TERM, CLASSIFICATION, & COMPENSATION:**

Full-time, salaried, exempt. This is a 1-year appointment with potential to extend based on performance and funding availability. The salary range is \$37,000/yr to \$45,000/yr (dependent on degree level). This position includes a comprehensive compensation package, including competitive salary, excellent medical and dental benefits, retirement savings, and generous vacation and sick leave policy.

**HOW TO APPLY:**

Applications will be accepted until position is filled. First screening will occur on March 1st. Email Dr. Kris Hulvey ([kris@workinglandsconservation.org](mailto:kris@workinglandsconservation.org)) your CV, cover letter, and 2 references with contact information. Include: “WLC Research Scientist” in the subject line. In the cover letter please explain why you are interested in this position, your relevant experience, qualifications, and include salary requirements.



**EEO STATEMENT:**

Multiplier and Working Lands Conservation celebrate diversity and are committed to building teams and partnerships that represent a variety of backgrounds, perspectives, and skills. Multiplier and Working Lands Conservation are also committed to providing an environment of mutual respect that is free from discrimination and harassment. Multiplier and Working Lands Conservation prohibit discrimination in its governance, programs and activities on the basis of race, color, national origin, age, disability, religion, gender, sexual orientation, gender identity, genetic information, political beliefs, reprisal, marital status, amnesty, status as a covered veteran, because all or part of an individual's income is derived from public assistance, or for any other non-merit based factor.

*Working Lands Conservation is an independent operating project of the nonprofit umbrella organization, Multiplier, a nationally recognized nonprofit with a growing portfolio of innovative initiatives that conserve and protect a sustainable and resilient world ([www.multiplier.org](http://www.multiplier.org))*