



Seed Collection Crew Leader- Southern Arizona

Overview:

The [Institute for Applied Ecology](http://www.appliedeco.org) (IAE) is a dynamic nonprofit organization with a mission to conserve native species and habitats through restoration, research and education. Our Southwest Office (IAE SW) works in New Mexico and Arizona. We cultivate partnerships to facilitate large-scale, regional conservation projects, develop ecologically appropriate sources of native seed, offer native species education opportunities and materials, provide technical assistance to restoration and management planning and implementation, and conduct on-the-ground habitat restoration and applied research.

IAE SW seeks to hire a **Seed Collection Crew Leader** for the 2021 seed collection season in Southern Arizona (July 26-November 5 with optional training opportunity May 24-July 23; see timeframe details below). The Seed Collection Crew Leader will work closely with IAE staff and botanists from the US Forest Service to collect seed from native plants for the [Southwest Seed Partnership](#). They will be responsible for leading a two-person native seed collection crew based out of Tucson, AZ. The crew will split their time between two National Forests—the Coronado NF and Tonto NF. The workweek will be four 10-hour days, Monday through Thursday. The crew will be based out of Tucson, AZ, and will travel to field sites in an IAE SW vehicle. Seed collection trips will include both day trips and overnight camping trips. This is an exciting opportunity to participate in a large collaborative effort supporting the first critical step of acquiring wild plant materials for use in seed increase projects, research, and restoration.

Timeframe:

Required- July 26-November 5 in Tucson, Arizona. The required timeframe for this position includes 15 weeks based out of Tucson, with field work in the Coronado and Tonto National Forests.

Optional- May 24-July 23 in Santa Fe, New Mexico. This position includes the opportunity to participate in an eight-week paid training period in Santa Fe, NM. During this time, the crew leader would join New Mexico seed collection crews for training in seed collection, data management, and plant identification. The crew leader would be responsible for securing housing accommodations in Santa Fe during this timeframe. Ability to participate in the training period would be beneficial, but is not a requirement of being offered this position. Training in relevant topics will still be provided during the required time frame.



Specific Responsibilities of Seed Collection Crew Leader:

- Supervise, support and work alongside 1-2 seed crew technicians
- Oversee the following fieldwork: plan and schedule fieldwork, monitor phenology of target species, collect botanical voucher specimens, assess seed quality and collect native seeds, complete collection forms, and ship seed
- Collaborate closely with Southwest Seed Partnership Coordinator and team in Santa Fe to meet collection targets
- Communicate with land managers or partners to facilitate access to collection sites; represent IAE in a professional manner
- Manage data collection and entry, and oversee data QA/QC
- Prioritize safety; adhere to check-in/check-out procedures and communications via cell phone or InReach device to ensure crew safety
- Plan overnight camping for field work when necessary

Minimum Qualifications:

- Plant identification skills and experience using technical keys and collecting plant vouchers (familiarity with Southwest flora is a plus)
- Data management experience; experience with Excel
- Excellent communication skills and experience working on a team
- Leadership experience
- Highly organized and able to manage complex objectives and take initiative
- Outgoing, energetic, and flexible
- Ability and interest in mentoring crew members from diverse cultural and socioeconomic backgrounds
- Experience using GPS
- Ability to drive a 4WD truck on rugged, off-highway gravel or dirt roads
- Comfortable in a backcountry setting: ability to work long hours in adverse weather conditions while maintaining attention to the task and crew safety
- Ability to work in bent-over, kneeling, or standing positions for significant periods of time
- Ability to lift at least 40 lbs. and hike up to 6 miles per day
- Ability to spend multiple hours in a vehicle traveling to field sites

Preferred Qualifications and Skills:

- Pre-existing knowledge of the BLM Seeds of Success (SOS) protocol or prior seed collection experience
- Coursework/trainings in botany and/or degree in botany or related field



Compensation and Duration:

Compensation is **\$19.45/hr** plus a \$30 per diem for camping grocery expenses. Paid leave available for select holidays and unpaid leave permitted for cultural events. Group training on SWSP collection protocols provided the first week of employment. This is a full-time temporary position with no additional benefits.

Employment term runs from **July 26 – November 5 (15 weeks)** with the possibility of extension.
See above for information about optional training period May 24-July 23.

How to Apply:

To apply for this position, please submit the following (as a single pdf preferred):

- Brief cover letter describing your interest in the position and stating when you would be available to start work.
- Resume identifying any relevant experience (paid or unpaid)
- Contact information (phone and email) for 2-3 professional references (including past employers/supervisors).

Email application materials to swjobs@appliedeco.org; use subject line “Seed Collection Crew Leader.”

Applications will be considered on a rolling basis and the position will stay open **until April 27, 2021**. Incomplete applications will not be accepted.

Questions?

Please direct any questions about the application process or position to swjobs@appliedeco.org

IAE supports diversity and equity, and we encourage applications from all groups of people. We recognize that the strength of IAE is in our people, and we believe that every employee has the right to work in surroundings that are free from all forms of unlawful discrimination and harassment. IAE does not and will not discriminate in employment and personnel practices, and our commitment to equal employment opportunity applies to every aspect of the employment relationship.

IAE apoya la diversidad y la equidad, y fomentamos las aplicaciones de todos. Reconocemos que la fortaleza del IAE está en nuestra gente, y creemos que cada empleado tiene el derecho de trabajar en entornos que están libres de todas las formas de discriminación y acoso. IAE no discrimina ni discriminará en las prácticas de empleo y personal, y nuestro compromiso con la igualdad de oportunidades de empleo se aplica a todos los aspectos de la relación laboral.