



Institute for Applied Ecology

Dedicated to native ecosystem conservation, research, and education

1850 Old Pecos Trail, Suite I, Santa Fe, NM 87505

NORTHERN ARIZONA BOTANIST/SEED COLLECTION CREW LEAD

About Us:

The [Institute for Applied Ecology](https://www.instituteforecology.org/) (IAE), a non-profit organization, has been actively engaged in the conservation of native species and habitats through restoration, research, and education for over 20 years. We fill a unique niche in this field by working with a diverse group of partners including federal, state and county agencies and municipalities to accomplish our mission. 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.

START DATE: Friday, March 4, 2022

END DATE: June 10, 2022 (with potential for extension into October -optional- pending funding)

LOCATION: Based in Flagstaff, AZ

Compensation:

\$21.00/hr, plus travel expenses associated with overnight field work (food and lodging). Housing in Flagstaff, AZ will be provided at no cost at the Merriam Powell Research Station near the Flagstaff Arboretum. No additional benefits included. Wilderness First Aid (WFA) certification will be provided. These are full-time temporary positions with paid holidays and accrued sick leave. Applicants are encouraged to inquire about IAE's Pay Advance policy if you need assistance in meeting financial obligations prior to the first pay period.

Vaccine Requirement:

In compliance with federal guidelines, IAE has a mandatory Covid-19 vaccination policy. All employees are required to submit proof of vaccination prior to employment. Applicants may request exceptions and reasonable accommodations for medical or religious reasons. Any offer of employment will be contingent on complying with this policy.

Position Description:

Our Southwest Office is hiring a 3-person crew consisting of one Botanist/Crew Lead and two Crew Technicians for the 2022 seed collection season in Northern Arizona (March-June, with possibility for extension into October). The work schedule will consist of either four 10-hour days, Monday through Thursday—or eight 10-hour days Wednesday through the following Wednesday. All field work involves overnight camping for 4-8 day periods. The crew will be based out of Flagstaff, AZ, and will travel to field sites in a provided 4x4 vehicle. Field sites are located in the Mojave Desert ecoregion of the Kingman Field Office and Arizona Strip District

Office on Bureau of Land Management Administered Lands. 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 restoration and revegetation projects.

Specific Responsibilities of Seed Crew Lead:

- Conduct fieldwork: monitor phenology of target species, collect botanical voucher specimens, assess seed quality and collect native seeds, record site data, document activities, and prepare seed for shipping
- Collaborate closely with IAE Southwest team to meet collection targets
- Prioritize safety; adhere to check-in/check-out procedures and communications via cell phone or GPS device to ensure crew safety
- Supervise, support and work alongside 2 seed crew technicians
- 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
- Plan overnight camping and field work schedule

Minimum Qualifications:

- Excellent communication skills and experience working on a team
- Highly organized and able to manage complex objectives and take initiative
- Plant identification skills and experience using technical keys and collecting plant vouchers (familiarity with Southwest flora is a plus)
- One or more seasons of ecological field experience, with preference given to those with skills in seed collection and identifying plants of Arizona or the Southwest
- Data management experience; experience with Excel
- Must have a valid driver's license and ability to drive a 4WD vehicle 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
- Leadership experience
- Experience navigating to field sites using GPS

Preferred Skills:

- First Aid certification
- Experience using ArcGIS software and GPS mapping applications
- 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

How to Apply:

To apply for this position, please submit the following **as a single pdf**:

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

Email application materials to swjobs@appliedeco.org with subject line “Arizona Seed Collection Botanist/Crew Lead” no later than Sunday January 16, 2022.

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.

Studies have shown that Black, Indigenous and People of Color (BIPOC), women and other marginalized groups are less likely to apply for jobs unless they believe they meet every one of the qualifications as described in a job description. We are most interested in finding the best candidate for the job, and that candidate may be one who comes from a less traditional background. If you are interested in applying, we encourage you to think broadly about your background and qualifications for the role.