

Job Description

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Innovative Restoration Lead Technician

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Job ID 52825

Full/Part Time Full-Time

Location Oregon

Regular/Temporary Regular

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OFFICE LOCATION

Burns, Oregon, USA

OR503

WHO WE ARE

The mission of The Nature Conservancy (TNC) is to conserve the lands and waters upon which all life depends. As a science-based organization, we develop innovative, on-the-ground solutions to the world's toughest environmental challenges so that people and nature can thrive. Our work is guided by our values, which include a [commitment to diversity](#) and respect for people, communities, and cultures. From a rewarding mission to career development and flexible schedules, there are many reasons to love life #insideTNC. Want to know more? Check out our [TNC Talent playlist on YouTube](#) to hear stories from staff or visit [Glassdoor](#).

One of TNC's primary goals is to cultivate an inclusive work environment so that employees around the globe have a sense of belonging and feel that their unique contributions are valued. We know we'll only achieve our mission by hiring and engaging a diverse staff that reflects the communities in which we work. Recognizing that people bring talent and skills that have been developed outside the scope of a job, we take a holistic approach to recruitment that considers life experience in addition to the professional requirements listed in our postings. Please apply – we'd love to hear from you. To quote a popular saying at TNC, "you'll join for the mission, and you'll stay for the people."

WHAT WE CAN ACHIEVE TOGETHER

The Innovative Restoration Lead Technician (IRLT) is a full-time, two-year term position, with possibility for extension to a third year. The IRLT position is based in The Nature Conservancy's Burns, Oregon field office, at the Eastern Oregon Agricultural Research Center. The position reports to the Innovative Restoration Scientist.

The IRLT will work closely with the Innovative Restoration Scientist to support TNC's Sagebrush Sea Program and Innovative Restoration strategy by coordinating and performing laboratory and field testing of enhanced seed materials. The seed materials are designed to increase the success of native perennial vegetation restoration in wildlands across the West that are prone to invasion by exotic weeds. The Lead Technician will be responsible for leading day-to-day activities for a crew of 1-2 Field Technicians. The Field Technicians and the IRLT all directly report to the Innovative Restoration Scientist.

Key duties include:

- Lead and participate in monitoring and data collection of research projects via lab and field work (40%)
- Lead and participate in preparing and installing new research in the laboratory and/or field (30%)
- Prepare and coordinate seasonal crew duties and schedules (10%)
- Data entry and management (10%), and

- Participate in other conservation/science project tasks as needed (10%)

Project work may include traveling to other states (ID, NV, UT, WY) to install and monitor field experiments, conducting fieldwork on Conservancy preserves, and assisting with projects in collaboration with local, state, and federal agencies. The IRFT and the Field Technicians will often work 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. This position requires occasional overnight travel in and out of state, often camping for 2 – 6 consecutive days during field season (April – October).

WE'RE LOOKING FOR YOU

Are you looking for a job that has you in nature to help protect nature? Do you love science, plants and working with others to learn and innovate? Guided by science, the Innovative Restoration Lead Technician position play an important role to improve restoration of western dryland ecosystems traditionally dominated by sagebrush plant communities. We're looking for someone who works with others, is naturally curious and motivated to help understand and solve complex natural resource problems. Come join TNC and apply today!

WHAT YOU'LL BRING

- Bachelor's Degree in science related field and 1-year relevant experience, or equivalent combination of education and experience
- Experience collecting data on plants or seeds in outdoor and lab or greenhouse settings
- Experience with time management and prioritizing tasks from multiple sources
- Experience with basic and intermediate use of word processing, data management, and communication software (e.g. Word, Excel, Outlook, Box, web browsers)

DESIRED QUALIFICATIONS

- Multi-language skills and multi-cultural or cross-cultural experience appreciated
- Ability to work independently and exercise independent judgment, and to occasionally travel for 4-8 consecutive days
- Field experience, preferably working with others
- Ability to interpret and teach methods for using laboratory equipment and/or small machinery, hand tools, and power tools
- Experience in sagebrush steppe ecosystems, and knowledge of common plant species

WHAT WE BRING

Since 1951, The Nature Conservancy has been doing work you can believe in protecting the lands and waters that all life depends on. Through grassroots action, TNC has grown to become one of the most effective and wide-reaching environmental organizations in the world. Thanks to more than 1 million members, over 400 scientists, and the dedicated efforts of our diverse staff, we impact conservation throughout the world!

The Nature Conservancy offers a competitive, comprehensive benefits package including: health care benefits, flexible spending accounts, 401(k) plan including employer match, parental leave, accrued paid time off, life insurance, disability coverage, employee assistance program, other life and work wellbeing benefits. Learn more about our benefits at in the [Culture Tab](#) on nature.org/careers.

We're proud to offer a work-environment that is supportive of the health, wellbeing, and flexibility needs of the people we employ!

ADDITIONAL JOB INFORMATION

The Nature Conservancy offers a competitive, comprehensive benefits package including; health care benefits, flexible spending accounts, 401(k) plan including employer match, accrued paid time off (including annual, personal, and sick leave), life insurance, disability coverage, employee assistance program, other life and work wellness benefits. Benefits may be subject to generally applicable eligibility, waiting period, contribution, and other requirements and conditions. Learn more about our benefits at nature.org/careers. We're proud to offer a work-environment that is supportive of the health, wellness, and flexibility needs of the people we employ.

AUTO SAFETY POLICY

This position requires a valid driver's license and compliance with TNC's Auto Safety Program. Employees may not drive Conservancy-owned/leased vehicles, rental cars, or personal vehicles on behalf of the Conservancy if considered "high risk drivers." To learn more about the Auto Safety Program, visit <https://www.nature.org/en-us/about-us/careers/recruitment/> under the FAQ section.

Employment in this position will be contingent upon completion of a Vehicle Use Agreement, which may include a review of the prospective employee's motor vehicle record.

SALARY INFORMATION

The starting rate is \$20.85 - \$22.72 per hour, depending on qualifications and experience.

APPLY NOW

To apply for job ID 52825, submit your materials online by using the Apply Now button at <https://careers.nature.org/>. Need help applying? Visit our [recruitment](#) page or contact applyhelp@tnc.org.

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 culture. 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 orientation, gender identity, military, protected veteran status or other status protected by law.

Do you have military experience? Visit our U.S. [Military Skills Translator](#) to match your military experience with our current job openings!

TNC is committed to offering accommodations for qualified individuals with disabilities and disabled veterans in our job application process. If you need assistance or an accommodation due to a disability, please send a note to applyhelp@tnc.org with *Request for Accommodation* in the subject line.

Where legally permissible, TNC requires all new employees to be fully vaccinated and willing to keep up to date with vaccines that protect against COVID-19. By accepting an offer of employment, you agree to comply with this requirement, unless you are entitled to a legally mandated exemption.

An attractive salary and benefits package is part of TNC's value proposition to our employees. TNC strives to provide competitive pay and bases salaries on the geographic location of the role committing to being equitable across groups and providing hiring salary ranges when possible.

Since we support flexible and remote work for our employees, many positions have a flexible location within countries where we're registered as a Non-government Organization and established as an employer. This may mean we're unable to provide a hiring salary range in the posting for some of our positions. However, candidates invited to be part of our interview process will be provided their location specific range upon request.