



JOB ANNOUNCEMENT

VEGETATION RESTORATION COORDINATOR

Salmon Valley Stewardship (SVS) is seeking a highly motivated individual to amplify native plant restoration efforts and enhance efficiencies of partners working to achieve watershed health and invest in resilient landscapes in the Salmon River Region of Central Idaho.

Classification: Full Time, Exempt; (35-40 hours/week) - 2 year funded position with potential to grow the position

Salary: \$20-24 hourly, Dependent on experience

Benefits: Vacation & sick days, 10 paid holidays, monthly health care, phone stipend, training opportunities.

Location: Salmon, Idaho

Reports to: Associate Director

Start dates: Spring/Summer 2023

About Us:

Since 2004, Salmon Valley Stewardship (SVS) has promoted a sustainable economy and productive working lands in the Salmon River Region of Central Idaho. Our vision is that of a community where stewardship of the natural resources is at the core of the social, economic and ecological vitality of the region. Since 2007, SVS has partnered with the USFS, BLM, state agencies, citizens, and nonprofits to work collaboratively on vegetation stewardship and monitoring.

RESPONSIBILITIES

The Vegetation Restoration Manager will work in partnership with the Salmon-Challis National Forest (SCNF) Botany, Invasives, and Pollinators program (BIP) to identify species, collect seeds, develop a seedball pilot program, and implement local solutions to address the need for accelerating the pace and scale of native plant restoration. Work is predominately in sagebrush steppe habitat.

Time will be spent about 50/50 between Program Development and Field Work:

Plan and coordinate activities to assist the Salmon-Challis National Forest (SCNF) and partners with a phased programmatic approach to achieve native plant restoration objectives, not limited to:

- Research and employ best available science to enhance success rates of re-vegetation efforts and develop a local seed ball pilot program.
 - Identify and procure the necessary materials, seed mixes, equipment for local production of seed balls and identify storage solutions for maximum seed efficacy.
 - Source seeds identified by the SCNF as appropriate for restoration needs. Identify and build relationships with regional seed producers and procure prescribed amounts and species of seeds.

- Determine best methods for seed ball distribution and site location preparation.
- Field Monitoring: Use a standard point cover transect protocol to conduct pre-seed ball deployment, and mid- and long-term vegetation monitoring at site locations. Monitor germination and survival rates from seed ball mixes and placement.
- Document the various steps in the seed ball production process and iterations made to improve the process.
- Initiate a native seed collection program, with appropriate collection sites and timeframes identified by BIP staff.
 - Coordinate with agency staff to identify collection locations of priority species through scouting, collections, and vegetation mapping.
 - Plan field operations and incorporate safety plans for conducting field work safely.
 - Monitor phenology of target plant populations.
 - Record and maintain required population data, photos, using ArcGIS Field Maps, Survey 123 or other appropriate apps.
 - Collect species using the BLM Seeds of Success (SOS) protocol <https://www.blm.gov/SOS> (training provided).
 - Manage seed collection crews and package and ship seeds to partners, keeping detailed records of all collections and shipments. Ensure quality, accuracy, and timeliness of seed collections and data provided by the collection crew.
 - Complete end-of-season final reports and final data entry into SOS data portal or determined USFS portal.
- Work with partners from the East Central Idaho Native Plant Communities Restoration Working Group on other restoration projects as applicable.
- Continue to leverage federal and non-federal sources of funding for program sustainability by assisting with grant-seeking and writing, fundraising events, and when funds are acquired, by assisting with reporting requirements.
- Provide consistent program outreach and public relations support, including press releases, social media communication, newsletter contributions, and outreach materials. Report and share outcomes of project's objectives and lessons learned to local and regional networks.
- Manage field technicians and interns (1-3 people) and coordinate with volunteers for field trainings and implementing inventory and monitoring.

PREFERRED QUALIFICATIONS

- ∄ Experience or Education in botany, plant science, ecology/environmental science.
- ∄ Strong plant identification skills (to species) and knowledge of plant taxonomy; strong knowledge of plant biology. Familiarity with plants of the western U.S., particularly of Sagebrush Steppe habitat.
- ∄ Experience conducting seed collections (through SOS programs or other seed handling work).
- ∄ Ability to work cooperatively in a team environment, experience leading a field team or other supervisory experience.
- ∄ Understanding of risk management, willingness to train in outdoor first responder/first aid/CPR.
- ∄ Ability to collect and report monitoring data through detailed notes and use of tablets/GPS, storing and organizing data using common and technical software.
- ∄ Knowledge of ArcGIS, creating maps, AGOL, Fieldmaps, Survey 123, Collector, Avenza, Garmin.
- ∄ Proficiency in Word, Excel, Web Browsers, Google drive and/or Office 365.
- ∄ A safe driving record and high comfort level operating a 4-wheel-drive vehicle on rough roads.

- ⊄ Capable of conducting field work safely in rough terrain in harsh environmental condition. A high level of physical fitness (ability to hike up to 10 miles with a light pack). Experience hiking and backcountry camping, and the willingness to do so for this position.
- ⊄ Self-motivation and initiative. Organizational skills, ability to handle several projects and deadlines.
- ⊄ Willingness to work flexible hours, 10 hour field days, some nights/weekends may be required.
- ⊄ Ability to train, organize, delegate, and motivate volunteers, youth crews, and partners.
- ⊄ Experience working with agency, academic, private, or non-profit partners to coordinate, plan, and execute fieldwork on public or private lands
- ⊄ Experience managing projects, including reports, budgets, and monitoring outcomes.
- ⊄ Confidence and experience with community outreach, communicating with the public both in writing and verbally, and social media.
- ⊄ Possess skills suitable for grant-writing, including attention to detail, grammatical accuracy, creative/and or technical writing skills.

DON'T MEET EVERY SINGLE REQUIREMENT?

If you're excited about this role, we still encourage you to apply! The list above reflects the qualifications we think are important for someone to be successful in this manager role, but it is also a dynamic role that benefits from a variety of skill sets.

Salmon Valley Stewardship is an Equal Opportunity Employer. Our programs and employment are open to all. We value diversity and do not permit any discrimination against applicants, employees, or volunteers on the basis of race, ethnicity, national origin, gender, age, religion, sexual orientation, marital status, veteran status, medical condition, or disability, or any other status protected by applicable law or statute in any of our policies or programs.

How to Apply:

Email resume and cover letter in **PDF** form describing your experience and why you're interested in the position, to **jobs@salmonvalley.org**. Please include how you heard about this position. Applications without cover letters will not be reviewed.

Label email title: Vegetation Restoration Application - Your Name

Questions? Email jobs@salmonvalley.org

Closing Date: 5/8/23, Applications will be accepted until the position is filled, inquire after listed closing date. Earliest anticipated start date by mid-May-June 2023.

<http://www.salmonvalley.org/>

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