



Restoration Ecologist

Position Type: Field and Office based, Regular non-exempt Full-Time (40 Hours a week) position

Starting Salary Range: \$20.00- \$25.00 per hour

Benefits: Benefit package that includes medical, dental and vision. Opportunity to participate in organization's 401(k) plan, Paid Time Off (PTO), and paid holidays

Overview

The Land Conservancy of San Luis Obispo County is a local, private, non-profit land trust working to conserve and care for the diverse wildlands, farms, and ranches of the Central Coast. We connect people to the land and to each other. The organization strives to create a fun, inspiring, and family-friendly work environment with flexible work hours, a team-oriented structure, and good benefits.

The **Restoration Ecologist** assists in planning and implementing The Land Conservancy's restoration projects and conservation easement program. Projects include wetland and riparian restoration, invasive plant management and monitoring, and supporting conservation monitoring and post-monitoring documentation. The **Restoration Ecologist** works under supervision and direction from the **Senior Restoration Ecologist** and works in close collaboration with all stewardship staff.

Essential Duties of the Job

Restoration Project Implementation, Maintenance & Monitoring (75%)

1. Oversee restoration project activities including the coordinating with subcontractors, clients and staff insuring necessary restoration activities happen on time, projects remain on budget, and necessary monitoring and reporting are completed.
2. Coordinate and participate in restoration and maintenance of native landscapes, including the use of herbicides for invasive plant control.
3. Prepare annual project reports as needed for submission to project funders, permitting agencies and other partners.
4. Regularly communicate project status and needs with Senior Restoration Ecologist. Work with management to prioritize and balance demands of multiple projects.
5. Protect sensitive resources within restoration project areas through training of stewardship staff and restoration implementation.
6. Develop and implement project effectiveness monitoring for invasive plant management and habitat restoration.
7. Support scientific research in the context of restoration projects.
8. Maintain written operating procedures related to each of the job functions in sufficient detail so that others in the office can assume or assist with aspects of a specific project when absent.

Conservation Easement Monitoring (15%)

1. Assist Senior Stewardship Manager with annual Conservation Easement monitoring visits
2. Sand organize post-monitoring documentation.

Land Stewardship (10%)

1. Maintain greenhouse and continue to expand cultivation of restoration plants from local sources;
2. Assist with stewardship projects as they arise.

General Duties

1. Develop and maintain a schedule of tasks to be completed on a regular basis and complete tasks within the allotted time;
2. Provide own transportation to Land Conservancy field and office facilities;
3. Be mindful of personnel policies and procedures;
4. Be respectful and professional; avoid behavior that would interfere with the work of others;
5. Maintain a professional separation between work and personal activities;
6. Maintain positive attitude;
7. Maintain complete confidentiality at all times;
8. Take direction from supervisor; implement suggested changes in the job functions and procedures in a prompt and respectful manner;
9. Identify problems and suggests solutions; and
10. Be conscious of safety hazards and report issues to supervisor immediately.

Required Qualifications

1. BS in ecology, biology, natural resource management, or similar;
2. Must be highly organized with a strong attention to detail;
3. Strong knowledge of non-native and invasive species and methods used to eradicate and control them;
4. Ability to identify native flora and fauna common to the Central Coast of CA;
5. Understand basic ecological principles;
6. Must be able to perform and discuss basic statistical analysis;
7. Understand and employ a variety of scientific monitoring techniques including but not limited to: point-intercept, quadrat sampling, line-intercept, point counts, area searches, and wetland assessments;
8. Ability to create and discuss detailed scientific reports (writing sample required);
9. Must be able to communicate the needs and performance of projects clearly both verbally and in written form to LCSLO staff, clients and funding agencies;
10. Fluency with Geographic Information Systems (GIS) software sufficient to create map exhibits and conduct basic landscape-level analysis;
11. Maintenance of office files related to the job functions;
12. Strong analytical and problem-solving skills;
13. Ability to manage numerous projects simultaneously, meet deadlines, and work with staff from various program areas;
14. Ability to initiate and coordinate numerous activities with little or no supervision and be able to handle problems as they arise; and
15. Strong creative, strategic, analytical, organizational skills.

Preferred Qualifications

1. Master's degree in ecology, biology, natural resource management, or similar;
2. Experience preparing proposals and writing grants;
3. Proficiency in CRAM wetland monitoring techniques;
4. Familiarity with permitting related to restoration work in CA;
5. Proficiency with Statistical Software Packages such as SAS and R; and
6. Experience with habitat restoration techniques and design.

Physical Job Requirements

To comply with the Americans with Disabilities Act of 1990 (ADA), which prohibits discrimination against qualified individuals on the basis of disability, it is necessary to specify the physical, mental and environmental conditions of the Essential Duties of the job. "F" for frequently; "O" for occasionally; "N" for not at all.

Physical

On the job the employee must:

- (F) Bend
- (F) Sit
- (F) Squat
- (F) Stand
- (O) Crawl
- (F) Walk
- (N) Climb
- (O) Push/Pull
- (F) Kneel
- (O) Handle objects
- (O) Reach above shoulder level
- (F) Use fine finger movements
- (O) Other: Operate power equip.

Must carry/lift loads of:

- (F) Light (up to 25lbs.)
- (O) Moderate (25-50lbs.)
- (O) Heavy (over 50lbs.)

Mental

On the job the employee must be able to:

- (F) Read/comprehend
- (F) Write
- (F) Perform calculations
- (F) Communicate orally
- (F) Reason and analyze
- () Other _____

Environmental

On the job the employee:

- (N) Is exposed to excessive noise
- (O) Is around moving machinery
- (O) Is exposed to marked changes in temperature and/or humidity
- (O) Is exposed to dust, fumes, gases
- (O) Drives motorized equipment
- (O) Works in confined quarters
- (O) Other: Works with chemicals including toxic glues and herbicides.

Reporting Responsibilities

The **Restoration Ecologist** reports directly to the **Senior Restoration Ecologist**.

Standards of Performance

The **Senior Restoration Ecologist**, in accordance with the listed Job Functions, will evaluate performance based on a standard evaluation form first on a 90 day probationary basis, followed on an annual basis thereafter, for the duration of employment. Evaluations will be conducted through a meeting with the **Senior Restoration Ecologist** and **Stewardship Director** (and Executive Director, as needed) and will be documented in a narrative, letter format.

Restoration Ecologist

Date

Stewardship Director

Date