



Institute for Applied Ecology

Dedicated to native ecosystem conservation, research, and education
1850 Old Pecos Trail, Suite I, Santa Fe, NM 87505

SOUTHWEST RARE PLANT MONITORING CREW LEAD

with the Bureau of Land Management and Institute for Applied Ecology

About Us:

The [Institute for Applied Ecology](#) (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: March 2023

END DATE: November 2023

LOCATION: Santa Fe, NM

Compensation:

\$21.50/hr, plus travel expenses associated with overnight field work (food and lodging). No additional benefits included. Wilderness First Aid (WFA) certification will be provided. This is a full-time temporary position with paid holidays and sick leave.

Background Check:

A Department of Interior background clearance must be completed before the selected candidate may report to duty. The BLM will provide instructions for completion of the clearance after the candidate has been selected and will notify them when they have been cleared to start the position. **This process will determine the exact start date.**

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:

The crew leader will supervise two crew members for the New Mexico Bureau of Land Management's (BLM) Rare Plant Monitoring Initiative, operated by the Institute for Applied Ecology. More information about New Mexico's rare plants can be found [here](#). The crew will consist of three individuals: two crew members and one crew lead. They will monitor demography of rare plants on BLM lands across NM following established protocols, particularly in areas where multiple-use land management (i.e. energy extraction) impacts on rare plants are expected. Crews will be required to drive to remote areas throughout New Mexico, camp overnight for 2-7 consecutive days, hike up to several miles a day, and return to the office for equipment and data management.

While rare plant inventories are the focus, where possible, crews will assist with other plant conservation program projects in progress during the summer. Projects may include native seed collection, pollinator monitoring, floristic diversity surveys and native plant restoration.

This is a full-time, temporary position that requires overnight camping and non-traditional work hours inclusive of weekend and evening hours.

Specific Responsibilities of Rare Plant Crew Lead:

- Collaborate closely with IAE Southwest team and the BLM to complete project
- 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 technicians
- Communicate with land managers or partners to facilitate access to monitoring sites; represent IAE in a professional manner
- Manage data collection with ArcGIS products, primarily Survey123
- Oversee data entry and QA/QC
- Perform data analysis and write/ edit scientific reports
- Plan overnight camping and field work schedule

Minimum Qualifications:

- Valid US driver's license and driving record in good standing
- Self-motivated and able to work independently with limited supervision after initial training period; must be capable of performing well in an office setting, as well as the field
- Willingness to spend multiple days (1-8 days at a time) car-camping in remote areas; familiarity with and willingness to adhere to best practices for field safety and Leave No Trace principles
- Ability to work in and respond to adverse field conditions which may include extreme heat and sun exposure, monsoonal rains, flash flooding, lightning, and hazardous wildlife (i.e. rattlesnakes, scorpions, bears)

- Experience working as part of a small team and ability to work well with others
- Experience safely operating 4WD trucks on paved and unpaved roads, in remote areas on unimproved roads and driving for extended periods of time
- Familiarity with basic plant taxonomy, including major families and botanical vocabulary
- Ability to use a dichotomous key to identify plant species in the field and teach others
- Excellent communication, organizational, and planning skills
- Experience collecting and entering data for monitoring and/or research
- Ability to use R software for data wrangling, analysis, and visualization, or the ability and self-motivation to learn

Preferred Skills:

- Previous leadership experience leading a group of two or more people
- Previous experience in botanical or vegetation monitoring, data collection, management, and analysis
- Current CPR, First Aid, Wilderness First Aid or Defensive Driver Training Certificates
- Experience with ArcGIS tablet applications and basic troubleshooting (Collector and Survey 123)
- Experience with ArcGIS Online interface
- Experience performing quality assurance, quality control, and data analysis using Microsoft Excel and R
- Coursework in botany, plant ecology, plant biology, plant systematics, ecology
- Knowledge of New Mexico plant communities
- Previous DOI background check within the last 2 years

How to Apply:

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

- 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 with subject line “Southwest Rare Plants-Crew Lead” no later than Wednesday, December 28th, 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.