



Institute for Applied Ecology

Dedicated to native ecosystem conservation, research, and education

1850 Old Pecos Trail, Suite 1, Santa Fe, NM 87505

NEW MEXICO CONSERVATION TECHNICIAN 2

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: June 21, 2023

END DATE: June 21, 2024, possibility for extension depending on funding

LOCATION: Santa Fe, New Mexico

STATUS: Regular, full time

Compensation:

\$20.25/hr, plus benefits package including comprehensive health insurance, paid holidays, paid time off and sick leave. Travel expenses associated with overnight field work (food and lodging) are covered.

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 conservation technician to support two regional projects: the River for Monarchs and the [Southwest Seed Partnership](#) (SWSP).

The River for Monarchs project aims to restore 16 connected habitat sites along the Rio Grande river corridor, an important migration and breeding corridor for monarchs. A native seed collection and nursery production effort will provide the majority of plant materials which will go into the restoration sites. The conservation technician will lead the seed collection effort for this project, and contribute to vegetation monitoring under supervision of an IAE Ecologist. The conservation technician will also perform a variety of plant materials tasks in support of the Southwest Seed Partnership. The technician will coordinate with the SWSP team to complete

seed cleaning needs, build seed accessions, fulfill seed requests, and manage seed data. The main responsibility in the off-season will be native seed cleaning and processing.

The technician will be based out of Santa Fe, NM, and travel to field sites will be provided. Fieldwork will involve travel to distant field sites and likely overnight car camping. The work schedule will typically be 8 hour days, M-F but work during non-traditional hours and on weekends may occasionally be required.

Specific Responsibilities of Conservation Technician:

- Conduct fieldwork: assist with baseline vegetation monitoring, scout for target plant populations, determine phenology of target species, collect botanical voucher specimens, assess seed quality, and collect native seeds
- 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
- Lead a pollinator seed crew technician and intern. May oversee other technicians, contractors, and volunteers (including leading relevant volunteer events).
- 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
- Process and clean seed from native species seed collections. *Note: a significant amount of time will be spent handling and processing native seed independently at the IAE SW seed lab. Processing involves using hand screens/sieves as well as mechanized equipment (clipper, air separator and brush machine). PPE and training on safe use of all equipment will be provided, but the technician must be ok with physical work including dust and noise.*
- Assist IAE SW staff with organization of incoming and outgoing seed – data management and prioritization
- Handle, weigh, measure, record seed for seed testing
- Update seed cleaning protocols and seed management documents
- Assist IAE staff seed production work including outplantings, farm work and weeding
- Participate in staff meetings and Southwest Seed Partnership meetings
- Provide regular email progress updates to collaborating staff or partners

Minimum Qualifications:

- Flexibility - IAE's Southwest office is comprised of a small, dynamic team in which opportunities frequently arise to assist colleagues with tasks and projects outside the direct scope of the position
- Must have a valid driver's license (in good standing) and ability to drive a 4WD vehicle on rugged, off-highway gravel or dirt roads
- Excellent communication skills and experience working on a team
- Highly organized, able to manage complex objectives and take initiative under minimal supervision
- Plant identification skills and experience using technical keys and collecting plant vouchers

- One or more seasons of ecological field experience, with preference given to those with skills in seed collection and identifying plants of New Mexico or the Southwest
- Data management experience; experience with Excel and data QA/QC
- Experience or willingness to camp and hike up to 6 miles per day
- 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
- Ability to work in bent-over, kneeling, or standing positions for significant periods of time
- Experience navigating to remote field sites using GPS
- Comfortable around equipment, such as seed cleaning machines

Preferred Skills:

- Previous leadership experience leading a group of two or more people
- 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
- Experience with proper handling and processing of seed

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.
- 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 “New Mexico Conservation Technician” no later than Friday, April 21st 2023.

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.