

## AUDUBON CANYON RANCH VEGETATION MANAGEMENT PROJECT LEADER

Audubon Canyon Ranch is a non-profit system of wildlife sanctuaries and education centers that protects 30 properties in Marin and Sonoma counties. ACR is seeking an organized, enthusiastic, thoughtful individual to serve as Vegetation Management Project Leader, a newly-created position within ACR's Habitat Protection and Restoration program.

The Vegetation Management Project Leader will lead invasive plant management at our Marin and Sonoma properties, and will support the Marin and Sonoma Project Leaders in vegetation management for habitat restoration projects. Core responsibilities include:

- 1) Coordinating and conducting mapping of invasive plants and rare native plants on ACR preserves.
- 2) Prioritizing invasive plant occurrences for management and developing management plans.
- 3) Implementing invasive plant and vegetation management actions.
- 4) Assisting with vegetation management at planted restorations sites.

The Vegetation Management Project Leader also will assist in developing databases and other systems to facilitate mapping, planning, and evaluation of vegetation management projects, and will participate in habitat protection planning and implementation across the growing network of ACR sanctuaries. They will also be expected to liaison with other organizations, and participate in collaborations with conservation alliances such as the Marin-Sonoma Weed Management Area and the Bay Area Early Detection Network (BAEDN).

The Vegetation Management Project Leader will conduct field work at several of ACR's preserves and may also work at home contingent on task completion. Significant local travel is required. This is a permanent full time (37.5 hours/week) position, subject to grant funding, and is currently funded at least through August 2010. Pay is \$19 per hour, depending on experience. Full benefits are included, including generous medical and dental plans, paid vacation and holidays, and 401k retirement contributions (currently suspended). Housing is not provided for this position.

This position is a great opportunity for the highly organized multi-tasker who enjoys a broad range of responsibilities. The Vegetation Management Project Leader will operate with a high degree of autonomy and so must creatively take initiative in implementing goals of the program, while communicating well with supervisor and other colleagues. Audubon Canyon Ranch encourages continued skill development, and provides support to attend workshops, participate in conferences, stay current with relevant literature, and otherwise build expertise. The work is fulfilling and the job sites are among the most beautiful in the region.

Applications will be accepted until the position is filled. Please send resume and cover letter to: Daniel Gluesenkamp, Audubon Canyon Ranch at [gluesenkamp@egret.org](mailto:gluesenkamp@egret.org). To find out more about ACR's people, preserves, and programs, please visit our website at <http://www.egret.org>.



## **AUDUBON CANYON RANCH JOB DESCRIPTION**

### **Habitat Protection and Restoration Project Leader (Vegetation Management)**

#### **Description of Position**

The Habitat Protection and Restoration Project Leader conducts work in support of the ACR Habitat Protection and Restoration Program. Responsibilities include plant mapping, prioritization, and treatment planning (approximately 25%), implementing invasive plant removal and vegetation management projects (approximately 35%), assisting with vegetation management associated with habitat restoration projects (approximately 30%), producing written project plans, project reports, and grant reports (10%), and miscellaneous tasks. The Project Leader may also design and conduct research and outreach on topics in natural areas management. The Project Leader may be asked to represent the HPR program in professional partnerships and at meetings and conferences, exercising responsibility, discretion, and sound judgment. This position will work at ACR preserves in Marin and Sonoma Counties.

#### **Status**

This is a regular, non-exempt position.

#### **Supervision**

The Vegetation Management HPR Project Leader works under the direct supervision of the Director of Habitat Protection and Restoration.

#### **Working Conditions**

This position will require some weekend work. Work may include physically demanding tasks under adverse field conditions. Work conditions may include multiple concurrent tasks, frequent interruptions, important deadlines. Local travel is required.

#### **Physical Requirements**

- Ability to walk uneven trails with variable grade of several miles in length.
- Capabilities and stamina to conduct physically demanding resource management projects.
- Ability to safely perform repetitive finger movements at a computer workstation.

#### **Minimum Qualifications**

- Bachelor's degree and professional experience or advanced training in natural resource management, conservation biology, ecology, habitat restoration, or related field.
- Ability to work efficiently and independently at repetitive tasks under often inhospitable field conditions.
- Ability to develop a positive working relationship with diverse staff and volunteers.

### **Essential Knowledge, Skills & Abilities**

- Knowledge of GIS mapping and plant inventory techniques.
- Skill with the most current techniques for treatment of invasive plants.
- Skill at independently and efficiently planning and managing important complex natural resource management projects.
- Ability to exercise sound judgment, and show appropriate levels of problem solving.
- Ability to provide training and oversight to ensure safety and security of field crews.

### **Desired Skills**

- Knowledge of ecological principles and familiarity with the native and non-native flora of Marin and Sonoma counties.
- Experience identifying, mapping, and monitoring special-status plant species.
- QAL or QAC.
- Strong writing ability, organizational, and reporting skills.
- Knowledge of Microsoft Access or other database systems.

### **Specific Responsibilities**

- Locate, identify, and map invasive plant populations on ACR properties.
- Prioritize, plan, and implement invasive plant eradication projects, maintaining clear records.
- Assist the Director of HPR to design and implement ACR's Early Detection and Rapid Response (EDRR) program.
- Assist the Director of HPR to complete and implement ACR Invasive Plant Management Plan.
- Control invasive plants using a variety of tools and techniques.
- Assist preserve Project Leaders in vegetation management for habitat restoration projects.
- Assist preserve Project Leaders in training and directing habitat restoration volunteers.
- Maintain tools and equipment, and obtain tools and field materials as required.
- Develop and manage special projects or perform other tasks as assigned.