Position Announcement

POSITION TITLE: Conservation Science Data Lead Technician
STATUS: Full Time, Non-Exempt
REPORTS TO: Conservation Science Director
POSITIONS REPORTING TO THIS POSITION: None
LOCATION: Yerington, NV

BACKGROUND: The Walker Basin Conservancy (Conservancy) leads the effort to restore and maintain Walker Lake while protecting agricultural, environmental and recreational interests in the Walker Basin (www.walkerbasin.org). The Conservancy acquires water rights and ranches to increase freshwater flows to Walker Lake. We re-establish native plant communities on former agricultural fields, increase public access and recreation opportunities, and develop practical solutions to save Walker Lake.

From creating Nevada's newest State Park (the Walker River State Recreation Area) to adding thousands of acres to Wildlife Management Areas, our work impacts thousands of community members, ranchers and recreationists every year. The Conservancy operates a nursery that produced more than 25,000 native plants in 2021 and produces native seed for conservation purposes on its properties. Our team comprises approximately 30 full-time employees and between 15 and 40 AmeriCorps Members given the season.

We invite you to join us in our ambitious mission to restore Walker Lake. The Conservancy has an inclusive, positive culture that values work-life balance and growth opportunities. Our generous benefits package further separates us from other non-profits and local employers.

JOB PURPOSE: The Conservation Science Data Lead Technician will be responsible for data quality assurance and quality control (QA/QC), management, and summary across the conservation science, stewardship, and recreation programs within the conservancy. The Lead Technician will also conduct vegetation, wildlife, and stream monitoring designed to improve our understanding of natural and cultural resources in the Walker Basin, inform adaptive resource management, and demonstrate the success of WBC conservation efforts.

The ideal candidate will possess experience, knowledge, and skills related to natural resources sampling, staff supervision and data management, QA/QC, and analysis. Experience with Access and/or other databases, Excel, and ArcGIS is highly desirable, as is knowledge of desert plant and wildlife identification and ecology. The successful candidate will have an interest in mentorship and teaching, as well as patience, technical aptitude, focus on organization and efficiency, and high level of comfort in the outdoors. The Conservation Science Data Lead Technician is an essential part of the Conservancy's ability to plan and manage resources and programs effectively and efficiently.

Essential Functions

Data management (50%)
- Organize and maintain data storage/sharing systems (e.g., file organization on Box, ArcGIS Online, etc.)
- Prepare data collection forms using variety of platforms, including Access, ArcGIS applications (e.g., field maps and survey 123), and Excel
- Perform QA/QC for data in Access, ArcGIS Online, and Excel
• Prepare data summaries and reports – use queries and reporting forms to extract and summarize data, prepare graphs and tables, and write reports as needed to synthesize data across a variety of projects related to conservation science, stewardship, and recreation
• Perform data entry and train AmeriCorps members or other staff to enter data as needed

**Monitoring and Research (40%)**

• Conduct vegetation, wildlife, and stream monitoring activities including, but limited to, Assessment, Inventory and Monitoring (AIM), Multiple Indicator Monitoring (MIM), macroinvertebrate sampling and identification, butterfly richness surveys, special status species surveys, acoustic monitoring for birds and bats, and water quality monitoring
• Train and supervise AmeriCorps members conducting monitoring activities
• Implement research investigating plant and animal populations and communities of the Walker Basin, with a focus on rare and ecologically, culturally, and economically important species and systems
• Monitor native seed production fields, including tracking phenology, survival/density of target species, weed cover, seed yields, and labor and costs

**Other Functions (10%)**

• Serve as an AmeriCorps Crew Leader, as needed
• Operate vehicles, such as trucks and ATVs, trailers, farm and nursery equipment and implements, irrigation systems, and hand and power tools
• Other duties as assigned by the Walker Basin Conservancy

**Preferred Qualifications**

• Experience with natural resources monitoring and research techniques
• Experience with data QA/QC and management
• Proficient with Access, Excel, and ArcGIS. Experience with R a plus.
• Ability to identify native and non-native flora and fauna of Nevada, particularly the Great Basin
• Degree in biological, ecological, wildlife or natural resources discipline
• Ability to keep detailed records, communicate with other staff and supervisors, and work unsupervised to accomplish program tasks
• Clean driving record and a NV State driver’s license, or ability to obtain within 1 month of hire

**Physical and Mental Requirements**

Strength, dexterity, coordination and vision to use tools and equipment for prolonged periods. Strength and stamina to bend, stoop, sit and stand for long periods. Strength and dexterity to operate small, medium and heavy equipment. Strength and stamina to endure standing and working for long periods in extreme weather conditions. Dexterity and vision to observe oncoming traffic hazards and react quickly to emergency situations. Some heavy lifting (over 75 pounds) is occasionally required.

In compliance with applicable disability laws, reasonable accommodations may be provided to qualified individuals with a disability who require and request such accommodations. Applicants and incumbents are encouraged to discuss potential accommodations with the employer.

**Working Conditions**

This position often works in an outdoor setting with varying weather conditions, including, but not limited to extreme heat, dry conditions, rain, snow or hail, and extreme cold. Work sites will generally be in areas with at least primitive road access for vehicles. Work sites will generally not have access to potable water, restroom...
facilities or cellphone signals, and staff will be expected to follow Leave No Trace principals on work sites without facilities. Work will frequently require hiking over rough terrain while carrying tools and equipment.

Position may occasionally be required to operate heavy machinery in hazardous environments. Environment is generally dirty, with prolonged exposure to conditions such as dust, fumes, noise and odors. Frequent interruptions to planned work activities occur.

Salary & Benefits
Salary range of $16-$22/hr commensurate with experience

Excellent employee benefits package that includes:

- A four- or five-day work week
- Employer paid health, dental, vision and life insurance plans for employee
- Retirement 403(b) plan includes a 6% automatic company contribution
- 120 hours of annual paid vacation, increasing to 160 hours after first year of employment
- 16 hours of annual personal leave
- Company paid holiday week between Christmas and New Year's
- 60 hours of annual sick leave
- 12 paid holidays
- Health and wellness subsidy
- Work clothing/footwear subsidy
- Employer paid professional development

Positions will remain open until filled. Only top candidates will be contacted.

All applicants must also submit an Employment Application Acknowledgement form that can be found on our website at: https://www.walkerbasin.org/join-our-team

To apply, please send cover letter, resume, and acknowledgement form to:
Jessica Abbott
Jessica.Abbott@WalkerBasin.org
Subject Line: Conservation Science Data Lead Technician

Please call or email Jessica Abbott, Conservation Science Director, at (775) 463-9887 ext. 103 or Jessica.Abbott@WalkerBasin.org with questions.

Walker Basin Conservancy is an equal opportunity employer. Persons with disabilities are encouraged to apply. The above functions may be completed with or without reasonable accommodations. This program prohibits discrimination based on race, religion, creed, color, national origin, gender, age, sexual orientation, political affiliation or disability.

Equal Opportunity Statement – Walker Basin Conservancy is an equal opportunity employer. WBC does not discriminate against any employee, applicant, director, officer, contractor, or any other person with whom it deals because of race, creed, color, disability, age, sex, veteran status, religion or political affiliation. WBC complies with all federal and local statutes prohibiting discrimination in employment.

Reasonable accommodations may be provided for qualified individuals with a disability.
Disclaimer - The statements contained herein are intended to describe the general nature and level of work to be performed by the employees in these positions. The statements are not intended to be construed as an exhaustive list of all responsibilities, duties, and skills required of a person in each position. Other responsibilities, duties, and skills may be assigned and management retains the right to add or change the responsibilities, duties, and skills at any time.