JOB OPENING
STAFF ECOLOGIST

CHANNEL ISLANDS RESTORATION
Channel Islands Restoration is a non-profit organization and licensed landscape contractor that restores habitat in sensitive and unique natural areas on the California Channel Islands and mainland of southern California. Our mission is to protect rare and endangered native plant and animal species by restoring the natural habitats they depend on for survival, using volunteers when possible to inform and educate the community. We provide environmental education services, conduct conservation research, and provide habitat restoration plans and consultation services.

www.cirweb.org.

JOB TITLE
Field Ecologist or Senior Ecologist, (title and salary dependent on experience)

HOURS PER WEEK
This is a full-time, 40 hours per week position.

JOB SUMMARY
The Staff Ecologist reports to the Executive Director and directs CIR Research and supports staff in the Operations, Administration and Education departments. Field work is primarily on the mainland of Santa Barbara County and Ventura County and occasionally on the Channel Islands. Approximately 40% of the work will be in the field, and 60% will be done from the employee’s home;

Duties include: Manage ongoing habitat restoration and research projects in conjunction with other CIR staff. Collaboratively prioritize funding opportunities with CIR staff; assess scope of new projects and develop grant proposals. Assist in planning and developing mitigation, restoration, and monitoring plans. Coordinate with CIR clients and staff to ensure tasks are completed and contractual obligations are met.
REQUIRED SKILLS

• Bachelor’s degree in Environmental Studies (or the equivalent in experience of a Master’s degree) or related field with at least 2 years of experience as a biologist in California.

• Broad knowledge of the flora of California with strong competency in field identification of native and non-native plants and sensitive natural communities.

• Understand laws and regulations relevant to rare plants and sensitive natural communities.

• Be able to withstand physical demands while performing the duties of this job including: ability to climb, balance, stoop, kneel, crouch, crawl, frequently lift and/or move up to 40 pounds, occasional exposure to moving mechanical parts and vehicles, noise level of power tools such as chainsaws and brushcutters, extremes of outdoor temperatures, occasionally walking up to 10 miles a day and walking on uneven terrain, up-hill or down-slope with rocks and other debris. Reasonable accommodations may be made to enable people with disabilities to perform the essential functions of the job.

• Excellent interpersonal and verbal communication skills. Applicants must be able to prepare and make presentations to audiences of professionals and lay people.

• Ability to write clear, concise reports.

• Strong computer literacy and data entry/analysis proficiency (i.e., Zoom, MS Office, collaboration tools, Google Earth, GIS (preferred), and statistical programs, among others).

• Strong analytical, organizational and time management skills, with excellent attention to detail.

• Strong ability to collaborate with others virtually and in person.

• Ability to work both independently and as part of the CIR team; demonstrated ability to be a self-starter and exercise mature judgment.

• Oversee, conduct, compile and analyze botanical surveys.

• Ability to design and execute vegetation mapping and classification using the CNPS method.

• Ability to develop designs for wetland, riparian, and upland restoration projects in cooperation with other CIR staff.

• Ability to develop planting palettes that are regionally appropriate.

• Ability to research and develop performance standards based on current restoration standards, practices, and science.

• Ability to design and implement sampling and monitoring protocols for rare plants and restoration projects utilizing current techniques.

• Ability to interact with clients and regulatory agency personnel related to mitigation and restoration.

• Ability to prepare reports detailing the results of monitoring efforts that meet agency standards and requirements.

• Demonstrated grant writing and management abilities (or the ability to obtain these skills over time) and ability to work with a team to write grant proposals and prepare written responses and budgets to requests for proposals and requests for quotes.

• Knowledge of best practices for herbicide use in environmentally sensitive areas.

• Ability to work with and around herbicides.
• Ability to lead CIR staff in development of proposals for wetland, riparian, and upland restoration projects.
• Possess at least a valid Class C California driver license. Applicants must expect to drive their own vehicle in most situations, but an off-road 4WD vehicle may be provided in some circumstances.
• All applicants for employment must be fully vaccinated against COVID-19 and be willing to submit proof of vaccination status, including required “booster” vaccinations. (Note that CIR offers a testing option for individuals with verified medical conditions or sincerely-held religious beliefs that prevent them receiving Covid-19 vaccinations).

PREFERRED
• Master’s degree in restoration ecology or related field.
• Additional ecological field work, and/or specialization in habitat restoration or cultivation of native plants.
• Additional experience with environmental project administration, grant writing, or grant management.
• Ability to independently seek out and identify funding opportunities that meet CIR’s mission.
• Ability to speak Spanish.
• Demonstrated ability to work with local, state, and federal entities and regulatory agencies.
• Ability to independently develop mitigation and restoration plans designed to meet industry standards and regulatory agency requirements.
• Ability to conduct impact assessments and develop mitigation measures for sensitive botanical resources for CEQA and NEPA compliance.
• Ability to write biological resource documents for baseline resource inventories and management plans, CEQA and NEPA related biological resources.
• Knowledge of pathogens affecting California’s nursery trade and natural habitats and best management practices for pathogen prevention.
• GIS experience and ability to produce reports from GIS data.
• Ability to develop GIS spatial databases and map production in support of other types of natural resource documents.
• Advanced skills with ArcGIS, Microsoft Office, and collaborative software such as Zoom, Microsoft Teams and Sharepoint.

Compensation
This is a mid- to senior-level position, dependent on experience. The Staff Ecologist will serve a key role among CIR’s small group of professionals. Initial compensation will be $42,000 to $83,000 (or higher) commensurate with qualifications and experience.

BENEFITS
CIR offers health insurance benefits and employer matched IRA contributions, plus accrued sick time and vacation time.

APPLY
Submit cover letter and a résumé to jobs@cirweb.org. You must submit both a cover letter and résumé to be considered for the position.