Applied Research

Job Announcement

JOB TITLE: Research Assistant 1, 2, and 3 (including In-Training Options)

PROJECTS:
- Reed Canarygrass Ecological Impact Study
- Scotch Broom Ecological Impact Study
- Environmental DNA for Aquatic Species Uses of Intermittently Flooded Habitats

DATE: Spring 2021, onward

STATUS: Full-time

SALARY: $17 - $25 per hour, DOQ

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OUR MISSION

10,000 Years Institute works toward community, ecological, and climate resilience in the Pacific Northwest. We evaluate the effects of human activities on natural environments – the forests, rivers, wetlands and estuaries that sustain our communities and ecosystems. We develop innovative, science-based approaches to restore ecological integrity, and promote sustainable practices in landscapes across the region.

Are you dedicated to ensuring thriving watersheds full of native biodiversity? Are you ready to commit to a serious field research opportunity where your hard work will contribute to understanding and protecting ecosystems? Join our team!

10KYI is recruiting enthusiastic candidates to work in teams on applied research projects, from entry to advanced levels of experience. All levels receive training, field and data management experience, and opportunities to advance to higher levels.

- Research Assistant 1 – Entry Level (RA1): $17-$19 per hour
- Research Assistant 2 – Mid Level (RA2): $19-$21 per hour
- Research Assistant 3 – Advanced (RA3): $21-$25 per hour
BACKGROUND:
10,000 Years Institute (10KYI) is a 501(c)(3) non-profit organization that seeks to apply scientific and local knowledge for resilient ecosystems and sustainable land management practices through applied research, watershed ecological services protection and community education while providing jobs in restoration and resiliency in local watersheds. We collaborate with federal, state, and local agencies, tribes, and non-profit organizations, providing opportunities to network and learn from experienced colleagues.

Current applied research projects include:
- Characterizing the effects of invasive reed canarygrass (*Phalaris arundinacea*) on water quality and ecosystem function in small coastal streams of the Olympic Peninsula
- Studying the impacts of non-native Scotch broom (*Cytisus scoparius*) populations on soil chemistry, mycorrhizal fungi, and native vegetation ecology with faculty from University of California Santa Cruz (UCSC), and Northern Arizona University (NAU), and USDA Pacifica NW Research Station staff
- Collaborations with the University of Washington and Olympic National Forest (ONF) for eDNA research on Olympic mudminnow and other aquatic species
- Developing proof-of-concept for biochar pyrolysis from forest slash and Scotch broom
- Working with the Olympic Forest Collaborative and Wild Salmon Center on Forest Thinning Response monitoring and restoration strategies.

10KYI's office and operations base are in the community of Forks, Washington, a few miles from the rugged Washington coast and world-renowned Olympic National Park.

The ideal candidate(s) for these positions is extremely self-reliant, enjoys exploring a temperature rainforest environment, and living in remote rural communities.

Visit 10KYI’s website - [http://www.10000yearsinstitute.org](http://www.10000yearsinstitute.org) - for more background and information.

JOB DESCRIPTION:
10KYI is seeking highly motivated and dependable applicants for full-time (40 hours/week) Research Assistant (RA) positions. The RAs assist project coordinators in research and monitoring projects and programs, including investigating the impact of non-native reed canarygrass to coldwater habitats and species in streams on the Olympic Peninsula. This position also supports Scotch broom ecological impact research and eDNA monitoring. The results of these studies will be submitted for publication in peer-reviewed ecological science journals, with RAs as contributors. Additional tasks include conducting literature reviews relevant to the different projects and assisting the 10KYI restoration program crews on varying watershed restoration projects.

Fieldwork occurs in different watersheds where brief overnight stays may be necessary. Accommodation is provided.

Research Assistants report to 10KYI’s Research Project Coordinator, Watershed Project Coordinator, and Executive Director. RAs are responsible for conducting fieldwork, data management and reporting, communicating results and providing presentations, verbal and written updates, and educational outreach materials to the public and partners. These tasks are supported by and collaborate with 10KYI’s GIS Specialist and in partnership with staff from government agencies, tribes, non-profit organizations, and with landowners.
DUTIES & RESPONSIBILITIES:
These positions require strong observational, communication, organizational, and critical thinking skills, and excellent physical condition for hiking, wading, and working outdoors in all weather conditions.

Duties and responsibilities include:
- Conduct reed canarygrass field research and monitoring tasks under the supervision of the Research Project Coordinator
- Calibrate and maintain research equipment and update calibration logs for QA/QC
- Perform data entry and reporting using Microsoft Office Suite
- Measure, and record all variables of interest pertaining to the study in a variety of forested and open riverine and wetland habitats, pastures, gravel mines, and roads
- Summarize data and develop reports on sites and activities (RA3)
- Develop statistical analysis of scientific data for scientific papers (RA3)
- Navigate uneven terrain and off-trail aquatic environments
- Manage equipment and supply, ordering and maintenance
- Work with GIS staff to develop maps for planning, fieldwork, and reporting
- Assist in the development of communication, outreach programs and presentations, and educational materials related to reed canarygrass research, resources, and opportunities
- Work with the Executive Director and other staff to develop fundable project ideas consistent with 10KYI’s mission
- Source relevant literature on focal research topics and ecosystems of the Pacific Northwest and develop annotated bibliographies

REQUIRED QUALIFICATIONS:
The Research Assistant 3 (In-Training) series provides mentoring and career development opportunities for candidates with limited research experience.

Candidates will be hired as a Research Assistant 1, 2, or 3, dependent on skills and experience. Promotions will be provided based on performance and commitment.

Please note, for any of the below levels, closely related qualifying experience may be substituted for the required education on a year-by-year basis.

To qualify at the Research Assistant 1 level:
High school or GED with coursework in botany, ecology, natural sciences, biology, hydrology, forestry, or related field.

To qualify at the Research Assistant 2 level:
An associate’s degree or higher from an accredited institution in botany, ecology, natural sciences, biology, hydrology, geomorphology, forestry, or related field; and one year of experience in ecological fieldwork

To qualify at the Research Assistant 3 level:
A bachelor’s degree or higher from an accredited institution in botany, ecology, natural sciences, biology, hydrology, geomorphology, forestry, or related field; and one year of experience in ecological fieldwork and statistics.
PREFERRED QUALIFICATIONS

Research Assistant 1:
- Strong organizational skills
- Ability to work outdoors in inclement weather and carry a 20-pound pack over various terrain
- Ability to safely operate a 4WD vehicle on and off paved roads
- Comfortable with flexible weekly schedules, which adjust to weather and project needs
- Team player, committed to working collaboratively with 10KYI staff, crews, and the diverse scope of project partners
- Ability to navigate and set a bearing using a compass and to read aerial and topographic maps
- Have a clean driving record and a valid driver’s license
- Standard First Aid Certification (may be obtained with 10KYI)

Research Assistant 2:
- Research Assistant 1 preferred qualifications
- Expertise in stream monitoring techniques such as stream flow and discharge, temperature monitoring, pebble counts, and vegetation surveys
- Experience calibrating and troubleshooting stream monitoring equipment such as flow meter, DO meter, turbidity meter
- Strong written and verbal communications skills
- Proficiency with Microsoft Office Suite
- Native and invasive plant identification skills
- Knowledge of eDNA sampling techniques and procedures

Research Assistant 3:
- Research Assistant 1 and 2 preferred qualifications
- Experience in study design and implementation
- Experience in data management and analysis
- Knowledge of the biology, ecology, and ecosystem effects of reed canarygrass
- Knowledge of Scotch broom biology, ecology, and management
- Knowledge of restoration techniques such as revegetation and planting practices and herbicide application
- A working knowledge of ArcGIS

TO APPLY:

Please submit a cover letter, resume, three references, and a short writing sample from a relevant research project, with RESEARCH ASSISTANT in the subject heading, to: randerson@10000yearsinstitute.org

Applications will be accepted until EOD May 1st (or until the positions are filled).

*No phone calls, please.

We conform to all the laws, statutes, and regulations concerning equal employment opportunities and affirmative action. We strongly encourage women, minorities, individuals with disabilities and veterans to apply to all of our job openings. We are an equal opportunity employer, and all qualified applicants will receive consideration for employment without regard to race, color, religion, gender, sexual orientation, gender identity, or national origin, age, or disability status.