



Nature Collective

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Restoration Ecologist Job Description

Reports to: Ecology Director

Location: Encinitas, CA

FLSA Status: Full-Time, Exempt

Position Summary

In collaboration with the Ecology Director, property owners and managers; play a key role in restoring ecosystems, habitats, and diversity while assisting in implementing, monitoring, and maintaining habitat restoration projects throughout San Diego County.

Responsibilities

- Assist in the design and planning of restoration projects.
- Design and lead habitat and vegetation monitoring.
- Supervise the implementation and maintenance of restoration efforts, including site preparation, planting, and irrigation.
- Assist with hand weeding, pesticide application, seeding, planting, and propagation.
- Select seed and plant palettes appropriate to each site based on soil properties, existing plant communities, and hydrological conditions.
- Manage weeds, herbicide selection, application, and supervision.
- Conduct plant propagation and seed collection, as well as building and maintaining field nurseries.
- Follow work plans, restoration, and Health and Safety Plans.
- Read and install irrigation diagrams and plans.
- Support and guide volunteer activities.

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- Lead the preparation of ecological restoration conceptual plans and cost estimates.
- Assist in the preparation of habitat mitigation monitoring plans, long-term management plans, adaptive management plans, and conservation plans.
- Lead habitat mapping and assessments and surveys for special-status species and other sensitive biological resources at numerous sites throughout California.
- Perform other related duties as assigned.

Qualifications

- Master or Bachelor's Degree in Life Sciences (Ecology, Environmental Science, Botany, Biology, Fisheries, Forestry) or equivalent experience.
- Qualified Applicator License from the California Department of Pesticide Regulation.
- At least five years of relevant work experience throughout the California area.
- Working knowledge of local habitats, flora, and fauna.
- Native plant identification skills and knowledge of California plant communities.
- Self-motivated organized individual with good time-use and problem-solving skills and the ability to work well in a team environment.
- Experience with field data collection and standard protocols (e.g., relevé & CRAM methods of sampling vegetation and habitats).
- Experience and knowledge of statistical methods to analyze field-collected data.
- Experience in the identification and management of non-native plant species common to Southern California.
- Ability, knowledge, and experience with supervision of restoration field crew
- Ability to complete arduous work in a variety of climates and outdoor working environments and working conditions.
- Ability to lift and carry heavy materials (greater than 50 pounds).
- Ability to hike several miles a day in rugged and difficult terrain.

Travel:

- Must possess a valid driver's license.
- Must be able to travel independently to project sites throughout San Diego County.



Submit this application, a cover letter, and resume to admin@naturecollective.org. Subject: Restoration Ecologist. Applications will be accepted through December 27, 2021. No phone calls please.

Nature Collective

Employment Application

Applicant Information

Full Name: _____ Date: _____
Last First M.I.

Address: _____
Street Address Apartment/Unit #

City State ZIP Code

Phone: _____ Email _____

Date Available: _____ Desired Salary: \$ _____

Position Applied for: _____

Are you a citizen of the United States? YES NO If no, are you authorized to work in the U.S.? YES NO

Have you ever worked for this company? YES NO If yes, when? _____

Have you ever been convicted of a felony? YES NO

If yes, explain: _____

Education

High School: _____ Address: _____

From: _____ To: _____ Did you graduate? YES NO Diploma: _____

College: _____ Address: _____

From: _____ To: _____ Did you graduate? YES NO Degree: _____

Other: _____ Address: _____

From: _____ To: _____ Did you graduate? YES NO Degree: _____

References

Please list three professional references.

Full Name: _____ Relationship: _____

Company: _____ Phone: _____
Address: _____

Full Name: _____ Relationship: _____
Company: _____ Phone: _____
Address: _____

Full Name: _____ Relationship: _____
Company: _____ Phone: _____
Address: _____

Previous Employment

Company: _____ Phone: _____
Address: _____ Supervisor: _____
Job Title: _____ Starting Salary: \$ _____ Ending Salary: \$ _____

Responsibilities: _____

From: _____ To: _____ Reason for Leaving: _____

May we contact your previous supervisor for a reference? YES NO

Company: _____ Phone: _____
Address: _____ Supervisor: _____
Job Title: _____ Starting Salary: \$ _____ Ending Salary: \$ _____

Responsibilities: _____

From: _____ To: _____ Reason for Leaving: _____

May we contact your previous supervisor for a reference? YES NO

Company: _____ Phone: _____
Address: _____ Supervisor: _____
Job Title: _____ Starting Salary: \$ _____ Ending Salary: \$ _____

Responsibilities: _____

From: _____ To: _____ Reason for Leaving: _____

May we contact your previous supervisor for a reference? YES NO

Disclaimer and Signature

*I certify that my answers are true and complete to the best of my knowledge.
If this application leads to employment, I understand that false or misleading information in my application or interview may result in my release.*

Signature: _____ Date: _____