

## **JOB ANNOUNCEMENT (Please Post and Distribute)**

### **Position Description- Program Conservation Ecologist**

#### **Position Summary:**

The Resource Conservation District of Monterey County is seeking applications for a highly-motivated Conservation Ecologist. This position requires familiarity with local terrestrial biology, Central Coast agriculture and conservation project management from concept to completion, as well as expertise with the administration and use of geospatial information management products. The incumbent will work independently to administer the RCDMC's Biological Monitoring Program and the RCDMC's Geospatial Information Management System (consisting of ArcMap software, an ArcOnline account, GoogleEarth software, iPads, and other mapping technology) in support of habitat and farm resource improvement projects throughout the county. The incumbent will also support project and program development through writing grant proposals and reports, presenting at educational and training events and working collaboratively with partner organizations, agencies, agricultural landowners, managers and laborers. Ability to outreach and provide technical assistance to traditionally underserved groups, particularly low income and Hispanic growers, is desirable.

#### **District Overview:**

The RCD is a non-regulatory local special district established in 1941, governed by a seven-member Board of Directors. We employ a small cadre of highly-skilled, professional staff and are independently-funded through contracts and grants. District conservation efforts occur primarily on or adjacent to private farm, ranch and forest lands, and include (but are not limited to) farm water quality management and conservation, the mapping and treatment of invasive noxious weeds, and fish and wildlife habitat improvements. Monterey County has some of the most productive and intensively farmed cropland in America and supports world class wildlife habitat and biodiversity. Our programs offer unique and dynamic opportunities to conserve our local ecology while maintaining the viability of production agriculture operations. We take pride in being able to work collaboratively with people and agencies of all stripes to accomplish shared goals of maintaining Monterey County's natural bounty and quality of life. We strive to maintain a work environment consistent with that approach: science-based, professional, and personally-fulfilling.

#### **Required Qualifications**

- Bachelor's degree in the natural sciences, with degrees such as restoration or landscape ecology, wildlife biology, planning, or landscape architecture.
- Three years of progressive responsibility in the use and management of ArcGIS software.
- Demonstrated knowledge of native plant and animal communities and principles of conservation biology.
- Training and work in soil and water science and familiarity with Central Coast agricultural practices and issues.
- Ability to identify circumstances and obtain permits for projects that have a nexus with the regulatory authority of local, state or federal agencies
- Three years of professional experience, including at least one year in the capacity of managing projects or staff.
- Ability to exercise professional judgment in the planning, design and implementation of conservation projects and take initiative in fulfilling programmatic and grant related obligations.
- Proficiency with word processing, spreadsheet and presentation software.

- Desire to embrace and achieve the mission of the RCD: to provide technical assistance and education to growers and landowners, helping them voluntarily conserve natural resources.
- Excellent oral and written communication skills, organizational skills and commitment to quality.
- Highly motivated, entrepreneurial and self directed with the ability to prioritize and coordinate workload, both independently and as part of a team.
- Intellectual and emotional resilience and creativity (especially in terms of problem-solving).
- Honesty, sense of humor and humility.
- Comfort with extensive walking and working long days outdoors in sometimes rugged conditions.
- Valid Driver's License with clean driving record.

**Desired Qualifications**

- Five years professional experience, including two to three years in the capacity of managing projects or staff.
- Two years of environmental permitting and experience with the NEPA/CEQA process and regulations governing work in streams/wetlands.
- Experience engaging and collaborating with diverse groups and stakeholders, including landowners, growers, industry representatives, researchers, nonprofits, public agencies and citizens.
- Experience with revegetation planning and restoration.
- Experience working under, writing for, and/or managing grants.
- Proficiency with AutoCAD or other drafting and design software.
- Spanish fluency.
- Experience driving All-Terrain Vehicles.

**Position Information:**

The Conservation Program Ecologist is a non-exempt, half to 3/4-time position with potential for growth to full-time. Job related travel is primarily within county with some potential for weekend and overnight travel. Approved travel expenses incurred while conducting official RCD business will be paid on a reimbursable basis. A valid California driver's license and proof of insurance is required.

**Compensation:**

Starting pay is commensurate with experience. This position includes full benefits including health, dental and vision plans, and a Simple IRA program with employer contribution, and participation in a top-notch team with no office politics.

**To apply:**

Send a cover letter, resume, salary history, writing sample and a minimum of 3 professional references to Paul Robins at the address above or by email to [paul.robins@rcdmonterey.org](mailto:paul.robins@rcdmonterey.org). For more information, call 831-424-1035, ext. 124.

The successful applicant will be asked to show proof of citizenship or provide documentation indicating they are legally eligible to work in the United States.

**Deadline:**

This position is open until filled. Applications that are received by October 2, 2015 will be reviewed for consideration for the first round of interviews. Short-listed applicants will be notified within one week and interviews will be scheduled no later than the week of October 12, 2015. Visit [www.rcdmonterey.org](http://www.rcdmonterey.org) for position updates and subsequent interview rounds.

**The Resource Conservation District is an equal opportunity employer.**