



JOB ANNOUNCEMENT

ECOLOGICAL MONITORING CREW LEAD

Salmon Valley Stewardship (SVS) is seeking a responsible individual with experience in plant identification and remote fieldwork to lead a small seasonal crew in performing a diverse array of vegetation and ecological monitoring assignments in partnership with several federal agencies in the rugged and beautiful mountains and valleys of East-Central Idaho.

Location: Salmon, Idaho

Classification: Seasonal, full time (40 hr/wk)

Pay and benefits: \$19-22 hourly, DOE; paid federal holidays, not eligible for paid leave or health care benefits

Position duration: mid-April – mid October, 2026; start date slightly flexible; possible extension into late fall or winter dependent on project needs and funding

About us:

Since 2004, Salmon Valley Stewardship (SVS) has promoted a sustainable economy and productive working lands in the Salmon River Region of Central Idaho. Our vision is that of a community where stewardship of our natural resources is at the core of the social, economic, and ecological vitality of the region. Since 2007, SVS has partnered with the USFS, BLM, state agencies, local entities, and non-profit organizations to work collaboratively on vegetation stewardship, monitoring, and restoration. Our seasonal crews are a critical and productive component of this collaborative work, professionally collecting data that managers need to adaptively promote higher biodiversity, protect wildlife habitat, and increase ecosystem resilience.

Position Summary:

The Crew Lead will lead 2-4 technicians to work independently or directly with partner agency staff to conduct fieldwork using a variety of established monitoring protocols – such as Terrestrial Assessment, Inventory, and Monitoring (AIM) and Multiple Indicator Monitoring (MIM) – as directed by partner agencies. Additionally, SVS utilizes the skills and flexibility of the crew to complete other vegetation and pollinator-related work across its programs. Work is performed primarily in sagebrush-steppe ecosystems, with field conditions ranging from cold and wet to very hot and dry. Crews typically work four, 10-hour days each week.

Expected projects and timelines include:

- Terrestrial AIM for the Bureau of Land Management (BLM); May – June
- Upland MIM and other range monitoring for the Forest Service; July and September
- Milkweed and monarch monitoring; July - August
- Cheatgrass inventory surveys for the Forest Service; August – October
- Seed collection, seed cleaning, and reseeding for SVS Native Plants Program; July – Oct

Crew Lead will be responsible for coordinating with SVS staff and partners on project locations and workload, setting up recording tablets and technology at beginning of season, training technicians, accompanying the crew on daily fieldwork, assisting crew with plant identification, overseeing data QA/QC, and assisting with other tasks as directed. Depending on survey locations, overnight camping may be occasionally required up to 3 nights a week. Crew lead will be required to attend BLM's AIM training in April.

Primary Responsibilities:

- Coordinate with SVS and partner staff regarding crew schedule, workload, and progress.
- Supervise and participate in day-to-day work of 2-4 person crew of technicians/interns.
- Collect ecological data requiring plant identification in sagebrush steppe, grasslands, montane and high desert ecosystems.
- Map and monitor plant populations, collect and clean seed by hand.
- Perform hand seeding and other restoration activities.
- Enter, edit, and quality control check collected data.
- Safely travel by 4x4 vehicle and on foot (up to 10 miles/day) to work sites using digital mapping apps and GPS in steep and variable terrain while carrying field equipment.
- Represent SVS and communicate project details to members of the community.

Minimum Qualifications

- 1+ years of experience conducting field monitoring resulting in plant identification skills
- Experience using field technology and applications such as GPS devices, tablets, Field Maps, Survey123, or other similar programs.
- Possession of a valid driver's license.

Preferred Qualifications:

- Bachelor's degree in ecology, environmental science, natural resource management or related field
- Experience identifying sagebrush steppe plants to species in the field using prior knowledge or a dichotomous key
- Previous experience supervising technicians, volunteers, or students in field-going activities
- Previous experience with Assessment, Inventory, and Monitoring (AIM), Multiple Indicator Monitoring (MIM), and other established field protocols to collect field data
- Experience with data entry, data quality control, or other tasks requiring attention to detail
- Possession of physical fitness needed to hike up to 5-10 miles a day with a light pack in often inclement conditions
- Safe driving record and experience operating a 4-wheel-drive vehicle on rough roads.
- Demonstrated ability to be self-motivated, accountable, and able to work independently or with a small team
- Willingness to occasionally perform multi-day assignments and work flexible, long days
- Current certification in CPR and Wilderness First Aid/Responder.

- Ability to have a positive attitude and remain flexible if unforeseen changes arise in projects and priorities.

Housing Information:

No housing or housing stipend is provided. Temporary summer housing options can be difficult to find in Salmon. SVS staff strive to help new employees find housing options by sharing any known leads and contact information on current vacancies.

How to Apply:

- Prepare a resume and cover letter describing your experience and why you're interested in the position. Applications without cover letters will not be reviewed.
- Email your resume and cover letter in **PDF** format to owenbaughman@salmonvalley.org, using the subject line "Ecological Monitoring Crew Lead Application – *your name*".
- **Application review will begin on March 02, 2026.** Miss that deadline? Drop us an application ASAP so we can keep you informed about additional opportunities

Questions? Email owenbaughman@salmonvalley.org

Want to learn more about SVS or see other positions available in 2026, including Ecological Monitoring Technician, Botany and Restoration Specialist, and Forestry Technician? Check us out on social media or at www.salmonvalley.org

Posting Date: 2/6/2026