



## **Salmon Valley Stewardship Job Description**

### **Title: Crew Lead/Botanist**

Status: Seasonal, exempt employee. Average 40 hours per week. \$19-22 DOE

Location: Salmon, Idaho

Reports to: Natural Resources Program Director

Performance dates: mid April – mid September, 2024. Preferred start Date: April 15<sup>th</sup>. Potential extension through October dependent on projects.

**Background:** Salmon Valley Stewardship, founded in 2004, works to promote a sustainable economy and healthy working landscapes in the Salmon Valley Region of Central Idaho. SVS has cooperative agreements with the Salmon-Challis National Forest (SCNF) and Bureau of Land Management (BLM) to assist with landscape level restoration efforts through vegetation monitoring and revegetation of native plants.

Our crews contribute heavily to the front end of SCNF's Botany, Invasive Species, and Pollinators (BIP) program's cheatgrass treatment efforts through conducting cheatgrass inventory surveys. For the BLM, our crews implement the Terrestrial Assessment, Inventory, and Monitoring (AIM) strategy, collecting standardized inventory and long-term vegetation data at upland rangeland sites. For the USFS our crews will be assisting with riparian range monitoring using the MIM (Multiple Indicator Monitoring) protocol. Data collected is used in adaptive land management that promotes higher biodiversity, bolsters wildlife habitat, and increases ecosystem resiliency to biological invasions and wildfire.

### **Position Summary:**

The Crew Leads duties at Salmon Valley Stewardship will primarily focus on coordinating with partners and overseeing the following projects.

- 1) BLM AIM Upland Monitoring: May – June,
- 2) SCNF Upland Range or Riparian Monitoring: July
- 3) SCNF Cheatgrass Inventory Surveys: August to September
- 4) Seedball and Seed Collection: potential extension in October.

The Crew Lead will lead 1-2 technicians/interns to collect vegetation data in sagebrush-steppe ecosystems. Crews work four, 10-hours/day typically from Monday-Thursday unless weather causes schedules to shift. Lead will be responsible for coordinating with partners on project locations and workload, setting up recording tablets and technology at beginning of season, train technicians, conduct field surveys, identify plants, oversee data QA/QC, and assist with other tasks as directed. Depending on survey locations, camping may be required for the cheatgrass inventory surveys up to 3 nights a week. Crew lead will be required to attend BLM's AIM training starting on April 15<sup>th</sup> (preferred training date, another will be held in May).

### **Primary Responsibilities:**

- Coordinate with partners to line out projects, conduct field work, and process data.
- Supervise 1-2 technicians and interns.
- Identify flora from sagebrush steppe, grasslands, and high desert ecosystems.
- Navigate to plots using handheld GPS receivers.

- Collect ecological data and map native plant populations to monitor phenology.
- Enter, edit, and quality control check collected data.
- Represent SVS and communicate project details to community members and permittees.
- Hike up to 10 miles a day to remote plot locations in varied terrain while carrying a pack with field equipment.
- Performs safe working practices such as safely operating vehicles on rough roads and being prepared for field work. Climatic conditions range from extremely hot and dry to extremely cold and wet. Rain, snow, wind, or dust may be encountered.
- Assist project coordinators with other program needs.

**Preferred Qualifications:**

- Degree or currently in school for biology, ecology, range or other related field.
- Experience identifying sagebrush steppe plants in the field using a dichotomous key to identify plants to species level.
- Previous experience supervising technicians, volunteers, or students.
- Previous experience with field monitoring: Assessment, Inventory, and Monitoring (AIM) and/or Multiple Indicator Monitoring (MIM) protocols.
- Experience with field technology: a handheld GPS device, tablets, and using ArcGIS Field Maps, Avenza Maps, and Survey123.
- Experience following established field protocols to conduct sampling and field data collection.
- Experience with data entry and data quality control.
- A high level of physical fitness (ability to hike up to 5-10 miles a day with a light pack).
- A safe driving record & high comfort level operating a 4-wheel-drive vehicle on rough roads. Valid driver's license and clean driving record.
- Preference for individuals who are self-motivated, organized, reliable, and able to work independently or with a small team.
- Careful attention to detail.
- Willingness to work flexible hours should the need arise.
- Certification in CPR and Wilderness First Aid preferred.
- Must be willing to learn and enjoy a good laugh with some plant nerds.

**Work Expectations:** Seasonal Position, 40 hours on average but will depend on climatic conditions. Some camping may be required. Schedule is typically a 4/10 (four, 10 hour days). Must attend BLM's AIM training preferably in mid-April, May is an option. (Travel costs will be covered). End date of mid-September may be extended dependent on projects and funding availability.

**Salary:** \$19-22 hour, depending on experience. No paid time off is provided; this position is not eligible for health care benefits. Membership to outdoor gear pro deals will be provided.

**How to Apply:** Email resume and cover letter in **PDF** form describing your relevant education, work experience, and why you are interested in the position to [jobs@salmonvalley.org](mailto:jobs@salmonvalley.org). Please also include how you heard about this position and SVS. **Include in email title:** Crew Lead – Your Name.

Applications will be reviewed on a rolling basis after March 1<sup>st</sup>.

Questions? Email [jobs@salmonvalley.org](mailto:jobs@salmonvalley.org)

<http://www.salmonvalley.org/> <https://www.facebook.com/salmonvalleystewardship/>

**Posting Date:** February 15, 2024. **Closing Date:** March 17, 2024.