

JOB ANNOUNCEMENT

Seasonal Biologist



JOB DESCRIPTION

Olofson Environmental, Inc. (OEI) is an environmental consulting firm located in Oakland, California. OEI manages the San Francisco Estuary Invasive *Spartina* Project (ISP), a coordinated regional effort between local, state, and federal organizations dedicated to preserving California's extraordinary coastal biological resources through the elimination of non-native *Spartina* (cordgrass). ISP is seeking Seasonal Biologists to assist with field monitoring of *Spartina* treatment activities as well as native marsh plant restoration plots.

Seasonal Biologists will gain experience in the following:

- Native and invasive salt marsh species identification, including *Spartina* species and their hybrids
- Tidal marsh ecology
- Mobile GIS software to map *Spartina* in the field
- Safe use and application of herbicide
- Monitoring methods for restoration plots
- Desktop-based ArcGIS to edit field-collected data

Seasonal Biologist responsibilities will include:

- Applying herbicide under direction of a licensed professional
- Using GPS units to relocate and record the treatment of invasive *Spartina* patches previously mapped by ISP biologists
- Mapping invasive *Spartina*
- Survivorship and photopoint monitoring of native marsh plant restoration plots
- Leading contractor crews to invasive *Spartina* patches and monitoring herbicide application

Work will begin July 13 and will continue through mid to late November. Position averages 30 to 40 hours/week. Hours will vary during the field season depending on tides, weather, and treatment schedule; some weeks may have little to no work and other weeks may require >40 hours. Work may start as early as 5 a.m. and end as late as 9 p.m. Occasional weekend work may be required.

QUALIFICATIONS

Required Qualifications:

- Coursework in ecology, conservation, habitat restoration, or a related field
- Some familiarity with plant identification, GPS, and/or computer-based mapping, and the ability to apply these skills independently after approximately two weeks of training
- Ability to work well independently and in a team setting
- Ability to follow project-specific field protocols and data entry/editing procedures
- Ability to communicate clearly and effectively
- Strong map-reading skills

Desired Qualifications:

- Undergraduate degree in ecology, conservation, habitat restoration, or a related field
- Experience with construction project work, supervision, and/or biological monitoring
- Boating and trailering a boat
- Motor vehicle maintenance
- A familiarity with the San Francisco Bay area or the ability to quickly orient themselves to the site locations and driving conditions

PHYSICAL REQUIREMENTS

Candidates must be willing and able to:

- Spend long periods of time in potentially adverse field conditions
- Walk 8+ hours per day outside in mud and soft substrate, in fully exposed sun, while carrying heavy equipment
- Comfortably lift and carry at least 30 pounds
- Conduct field surveys during and directly adjacent to application of imazapyr herbicide (trade name: Habitat or Polaris)
- Carry on your back an herbicide backpack sprayer that weighs 30 pounds
- Swim, and be comfortable on and around boats (a majority of the remote field sites are accessed via watercraft)
- Get muddy!

OTHER REQUIREMENTS

- Available to work up to 5 full (8-10 hour) days a week, with the understanding that work availability will vary based on schedule and weather conditions
- Flexible and adaptable to changes in schedules and hours, often with very little advance notice
- Available for occasional Saturday or Sunday work
- Must have use of a car and be able to travel to the Oakland office and to field sites around the San Francisco Bay (mileage to field sites is reimbursed; driver's license and proof of automobile insurance are required)
- Must provide their own standard field gear, such as suitable clothing, backpack, and sun protection. Hip waders are required but can be borrowed if needed. ISP will provide technical gear, such as data collection units, range finders, compasses, and personal protective equipment (PPE)
- Work areas are in sensitive tidal marshes that may be inhabited by threatened or endangered species. Must demonstrate ability to follow protocols and show sensitivity to the habitat after one week of training

HOURS & PAY RATE

Hours are variable from 20 to 60 hours/week based on project needs, but typically average 30-40 hours/week. Pay rate is **\$28-30/hour** based on experience, with overtime paid at time-and-a-half for over 8 hours/day, and double time for over 12 hours/day, in compliance with State law. Seasonal employees do not receive medical or other employee benefits; however, they are entitled to all mandated federal, state, and local benefits, including paid sick leave. Pay rate would increase if employees return for future ISP seasons.

APPLICATION & IMPORTANT DATES

To apply, e-mail a cover letter, resume, and contact information for three professional references to:

Email: jobs@olofsonenvironmental.com Specify "Seasonal Biologist" in the email subject line and address the cover letter to **Ms. Melanie Anderson**

Applications received before **May 1st** will be given priority. Incomplete applications will not be accepted. Questions regarding this position should be directed to jobs@olofsonenvironmental.com. Interviews will be scheduled as qualified applications are received; applications will be reviewed until the positions are filled.

Olofson Environmental, Inc., is an equal opportunity employer.