



Institute for Applied Ecology

*Dedicated to native ecosystem conservation, research, and education
1850 Old Pecos Trail, Santa Fe, NM 87505*

The Institute for Applied Ecology (IAE) is a non-profit started in 1999 with a mission to conserve and restore native plants and their habitat through restoration, research, and education. Our vision is a world where all people and wildlands are healthy and interact positively, biological diversity flourishes, and environmental challenges are met with a social commitment to solving problems with scientific principles.

Our Southwest Office (IAE SW) works in New Mexico and Arizona. We cultivate partnerships to facilitate large-scale, regional conservation projects, develop ecologically appropriate sources of native seed, offer native species education opportunities and materials, provide technical assistance to restoration and management planning and implementation, and conduct on-the-ground habitat restoration and applied research.

IAE values diversity and equity, and we encourage applications from all groups of people. We recognize that the strength of IAE is in our people, and we believe that every employee has the right to work in surroundings that are free from all forms of unlawful discrimination and harassment. IAE does not and will not discriminate in employment and personnel practices, and our commitment to equal employment opportunity applies to every aspect of the employment relationship.

SOUTHWEST SEED COLLECTION CREW LEAD

Locations (start date-end date):

- Santa Fe, NM (8/7/2024–11/8/2024)
- Silver City, NM (8/7/2024–11/8/2024)
- Cloudcroft, NM (8/7/2024–11/8/2024)
- Carlsbad, NM (8/19/2024–11/14/2024)
- Tucson, AZ (8/19/2024-11/14/2024)

Status: Temporary, Full-time

Compensation: \$22.05/hr

Plus, travel expenses associated with overnight field work (food and lodging), paid holidays, sick leave, overtime pay, and a \$150 gear stipend.

Positions Description:

Our Southwest office seeks to hire five seed crew technicians to support five ecoregional conservation projects:

- *Santa Fe, NM (1 position):* Contribute to restoration and conservation efforts in the Santa Fe, Carson, and Cibola National Forests. This crew will complete seed collections to support habitat restoration for the federally endangered New Mexico Jumping Mouse and to provide the starting seed for native seed production fields. There will also be opportunities to assist with restoration projects, a local native seed farm, and various other conservation projects.
- *Silver City, NM (1 position):* Contribute to restoration and conservation efforts in the Gila and Apache-Sitgreaves National Forests. This crew will complete seed collections to support habitat

restoration for the federally endangered New Mexico Jumping Mouse and to provide the starting seed for native plant materials development.

- *Cloudcroft, NM (1 position)*: Support restoration and conservation efforts in the Lincoln National Forest. Seed collections will contribute to habitat restoration for the endangered Sacramento Mountains Checkerspot Butterfly and provide the starting seed for native seed production fields. In addition, there will be opportunities to assist with habitat monitoring and restoration outplantings.
- *Carlsbad, NM (1 position)*: Contribute to restoration and conservation efforts in Carlsbad Caverns National Park. Seed collections will support restoration efforts at Carlsbad Caverns National Park and provide starting seed for native seed production fields.
- *Tucson, AZ (1 position)*: Interagency (National Park Service, US Fish and Wildlife, and Bureau of Land Management) native seed collection will build the foundation for locally sourced, Sonoran Desert plant material development.

Travel to field sites will be in a provided vehicle. Fieldwork will involve travel to distant field sites and occasional overnight car camping is required for some crews. The work schedule will typically be 10 hour days, Monday-Thursday but work during non-traditional hours and on weekends may occasionally be required. Seed collection will benefit diverse conservation efforts. Learn more about a typical seed collection season on the [Southwest Seed Partnership blog](#).

Specific Responsibilities Seed Collection Crew Leads

- Conduct fieldwork: scout for target plant populations, determine phenology of target species, collect botanical voucher specimens, assess seed quality and collect native seeds, record site data, document activities, and prepare seed for shipping
- Manage data and ensure quality control
- Collaborate closely with IAE Southwest team to meet collection targets
- Prioritize safety; adhere to check-in/check-out procedures and communications via cell phone or GPS device
- Communicate with land managers or partners to facilitate access to project sites; represent IAE in a professional manner
- Oversight of seed collection technicians in the field

Studies have shown that Black, Indigenous and People of Color (BIPOC), women and other marginalized groups are less likely to apply for jobs unless they believe they meet every one of the qualifications as described in a job description. We are most interested in finding the best candidate for the job, and that candidate may be one who comes from a less traditional background. If you are interested in applying, we encourage you to think broadly about your background and qualifications for the role.

Minimum Qualifications

- Flexibility - IAE's Southwest office is comprised of a small, dynamic team in which opportunities frequently arise to assist colleagues with tasks and projects outside the direct scope of the position
- A positive attitude with an interest in ecology and botany
- Excellent communication skills and experience working on a team
- Highly organized and detail-oriented
- Basic computer skills
- Ability to work in bent-over, kneeling, or standing positions for significant periods of time
- Ability to work in and respond to adverse field conditions which may include extreme heat and sun exposure, monsoonal rains, flash flooding, lightning, and hazardous wildlife

- Must have a valid driver's license (in good standing) and ability to drive a 4WD vehicle on rugged, off-highway gravel or dirt roads
- Comfortable in a backcountry setting: ability to work long hours in adverse weather conditions while maintaining attention to the task and safety
- Experience navigating to remote field sites using GPS
- One or more seasons of ecological field experience

Preferred Qualifications

- Seed collection experience and/or knowledge of the BLM Seeds of Success (SOS) protocol
- Plant identification skills and experience using technical keys and collecting plant vouchers, with preference given to those with skills in identifying plants of the Southwest
- Electronic data collection experience
- Coursework/training in botany and/or degree in botany or related field
- Experience or willingness to camp and hike up to 5 miles per day

How to Apply

Please complete the [online application form](#) and upload the following documents by **11:59 pm, Monday, May 27th, 2024**.

- Required: Resume identifying relevant experience. *Paid or unpaid experience*
- Required: Please complete all questions in the online application form. The contact information of 2 – 3 references can be provided on the online application form but can be changed at any time in the hiring process. References will be contacted upon completion of the interview.

If you have any questions or concerns, please refer to our [FAQ](#) or direct them to humanresources@appliedeco.org and we will get back to you as quickly as possible.