



**SANTA BARBARA BOTANIC GARDEN  
POSITION DESCRIPTION**

**Rare Plant Biologist**

**Job Description:**

The **Rare Plant Biologist** is responsible for running a comprehensive rare plant conservation research program at the Santa Barbara Botanic Garden, which currently includes research, monitoring, curation of conservation seed collections, and species recovery, and may expand to include other approaches to rare plant conservation such as species distribution modeling under climate change scenarios or rare plant demography, depending upon the expertise of the Rare Plant Biologist. The position also entails fundraising, education, and outreach activities to support and expand our conservation efforts. This is a full-time (40 hours per week), exempt position that reports to the Director of Conservation and Research.

**Duties and Responsibilities:**

- Design and conduct regional rare plant research (sometimes collaboratively) on topics that may include basic biology, threats, mutualisms, and restoration actions;
- Conduct long-term monitoring of population sizes, distributions, and demographics. Ideally, produce stage-based population models for risk assessment and restoration planning;
- Obtain and propagate plant materials (seeds, cuttings, or whole plants) as needed for restoration activities. Ideally, design, implement and analyze experiments to develop optimum methods for propagation and seed storage;
- Restore and reintroduce plants in the wild;
- Gather and curate conservation seed collections to prevent extinction and provide material for restoration efforts, including periodic viability testing;
- Maintain and update the conservation seed collection database;
- Ideally, perform niche modeling for planning restoration actions and forecasting future scenarios under climate change;
- Ensure completion of data analysis, evaluation of projects, and dissemination of results. Write progress and final reports for funders. Disseminate research results to a broad audience through the above venues as well as lectures, and presentations at meetings;
- Publish 1-3 papers in peer-reviewed journals per year;
- Maintain current federal and state research and collection permits, and pursue landowner permissions;
- Represent the Garden's conservation program in regional and state meetings, and build a strong relationship with conservation partners, including the California Native Plant Society's Rare Plant Program Committee;
- Lead volunteers and staff to aid in performing the above tasks as needed;
- Fundraise for the conservation program via grant and contract proposals, donor relations, and alternative funding sources such as crowdfunding;
- Work with the Garden's Horticulture department to develop and maintain a Conservation Garden;
- Offer educational opportunities that may include lectures, workshops, tours, and field trips, and potentially a class at the University of California, Santa Barbara;

- Work with the Garden's Communications department to develop conservation outreach materials, including periodic newsletter articles, brochures, web updates, videos, press releases, and social media;
- Perform other duties as assigned.

**Minimum Qualifications:**

- Academic background in the biological sciences, conservation biology, evolutionary biology, botany, or closely related area (Ph.D. preferred);
- Broad botanical knowledge, including plant identification. Experience with the California flora preferred;
- Experience with and a passion for rare and endangered plant conservation;
- Demonstrated proficiency in statistical analysis, including comparisons and relationships;
- Experience with ecological niche modeling, climate change research, plant propagation, and GIS desired;
- A record of scholarly publication;
- Support of the Garden's mission and goals and ability to provide vision and inspiration to others in support of this mission;
- Ability to conduct field work in a remote setting with rugged terrain under a variety of environmental conditions;
- Ability to work under pressure and meet deadlines;
- Strong organizational skills; must be detail oriented;
- Excellent verbal and written communication and problem solving skills desired;
- Experience and comfort giving public presentations and performing other outreach to promote projects and engage the public;
- Willingness to work occasional weekend hours and to travel for fieldwork, meetings, and symposia;
- Computer proficiency including ability to use Microsoft Access, Outlook, Excel, Word, and PowerPoint, and to learn new computer programs as necessary;
- Ability to work successfully both as part of a team and independently with minimal supervision critical.

**Certificates and Licenses:**

Must have valid Driver License and maintain an acceptable driving record.

**Physical Requirements:**

Must be capable of occasional strenuous physical work including:

- Sitting for up to 2.0 hours at a time and using computer for lengthy periods
- Standing/walking for extended periods of time
- Bending, squatting, walking stairs, and hiking rugged trails
- Safely lifting and carrying 40 lbs.
- Tolerance of an outdoor work environment. Exposure to indoor and outdoor environmental conditions, including temperature fluctuations, rain, dust, allergens, poison oak, insects, wild animals, and sun exposure