



# Institute for Applied Ecology

*Dedicated to native ecosystem conservation, research, and education*  
4950 SW Hout Street, Corvallis OR 97333, phone: 541-753-3099

## Idaho Rare Plant Survey Crew Leader – 2023

**POSITION DESCRIPTION:** Do you want to help conserve rare plants? Are you interested in searching for rare plants in the beautiful Idaho wilderness to support biodiversity conservation? The [Conservation Research Program](#) at the [Institute for Applied Ecology](#) will be hiring two seasonal crew leaders to work on projects conducting rare plant surveys in Idaho. Field work will involve a variety of botanical survey methods. Crew leader will supervise one field technician and work with program staff to manage field trip logistics, lead field work, and assist in data management and report completion. Positions will be based in Idaho, and field work will be conducted throughout the Shoshone and Cottonwood BLM Field Offices (see map on next page). Out-of-town/overnight travel (mostly if not all camping) is required, and field work will consist of 4-day hitches with weekends off. Duty-station will be discussed upon hire and contingent upon access to field sites but will be in SW or W Idaho. For the 2021 crew's perspective on the field season, please read the blog post [here](#).

**START DATE (TENTATIVE):** April 24 or May 1, 2023

**END DATE (TENTATIVE):** July 14 or July 21, 2023

### QUALIFICATIONS:

- B.S. in Botany, Plant Science, or Plant Ecology and/or at least 24 semester hours in botany, basic plant science or ecology
- A minimum of two field seasons surveying experience for special status species in the geographic area; a combination of coursework and appropriate vegetation monitoring and inventory experience may be substituted
- Must have the ability to identify plant species using technical keys, monographs, dissecting microscopes, etc.
- Should possess a wide array of skills necessary to plan, oversee and conduct vascular and non-vascular plant surveys, particularly: crew supervision and hitch planning; training and experience with vascular plant survey methods; familiarity with the flora and geological formations of Idaho; and the knowledge and ability to locate and identify target species
- Mature, self-motivated, highly organized, and comfortable directing a field crew with minimal supervision
- Must have a valid driver's license, be willing to travel and camp, and be able to perform strenuous work in all weather conditions
- Essential job functions include ability to hike 10+ miles in rugged terrain carrying a 30-lb load and work in a bent-over/kneeling/sitting position for long periods of time
- Computer skills (MS Word and MS Excel) required; experience in GIS and electronic data collection applications (e.g., S1 mobile, Collector, FieldMaps, Survey 123) is preferred

**COMPENSATION:** \$22.50/hr, plus travel expenses associated with overnight field work (food and camping). This is a full-time temporary position with paid holidays and sick leave.

**VACCINE REQUIREMENT:** IAE has a mandatory Covid-19 vaccination policy. All employees are required to submit proof of vaccination prior to employment. Applicants may request exceptions and reasonable accommodations for medical or religious reasons. Any offer of employment will be contingent on complying with this policy.

**TO APPLY:** You must complete the online [application form](#). Submit a letter of interest stating when you will be available to start work (**this is a MUST**), resume, transcripts (unofficial is fine) as a single PDF document emailed to [jobs@appliedeco.org](mailto:jobs@appliedeco.org) no later than **11:59 pm, Sunday, February 19th, 2023**. *In the email subject line, please write the specific position title (at the top of each announcement) for which you are applying.* **Applications will be considered upon receipt. Hire may occur prior to the closing date.**

You will be required to include the names and contact information for three references in your online application form. AT LEAST ONE reference must be from a supervisor from a work experience.

**INCOMPLETE APPLICATIONS WILL NOT BE ACCEPTED.** Non-U.S. residents must also include a copy of their work visa. Applications will be considered upon receipt. If you are applying for more than one position at IAE, please

send separate application emails for each position, and include the job title in the subject line. Please direct all inquiries to [jobs@appliedeco.org](mailto:jobs@appliedeco.org).

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.

*IAE supports 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.*

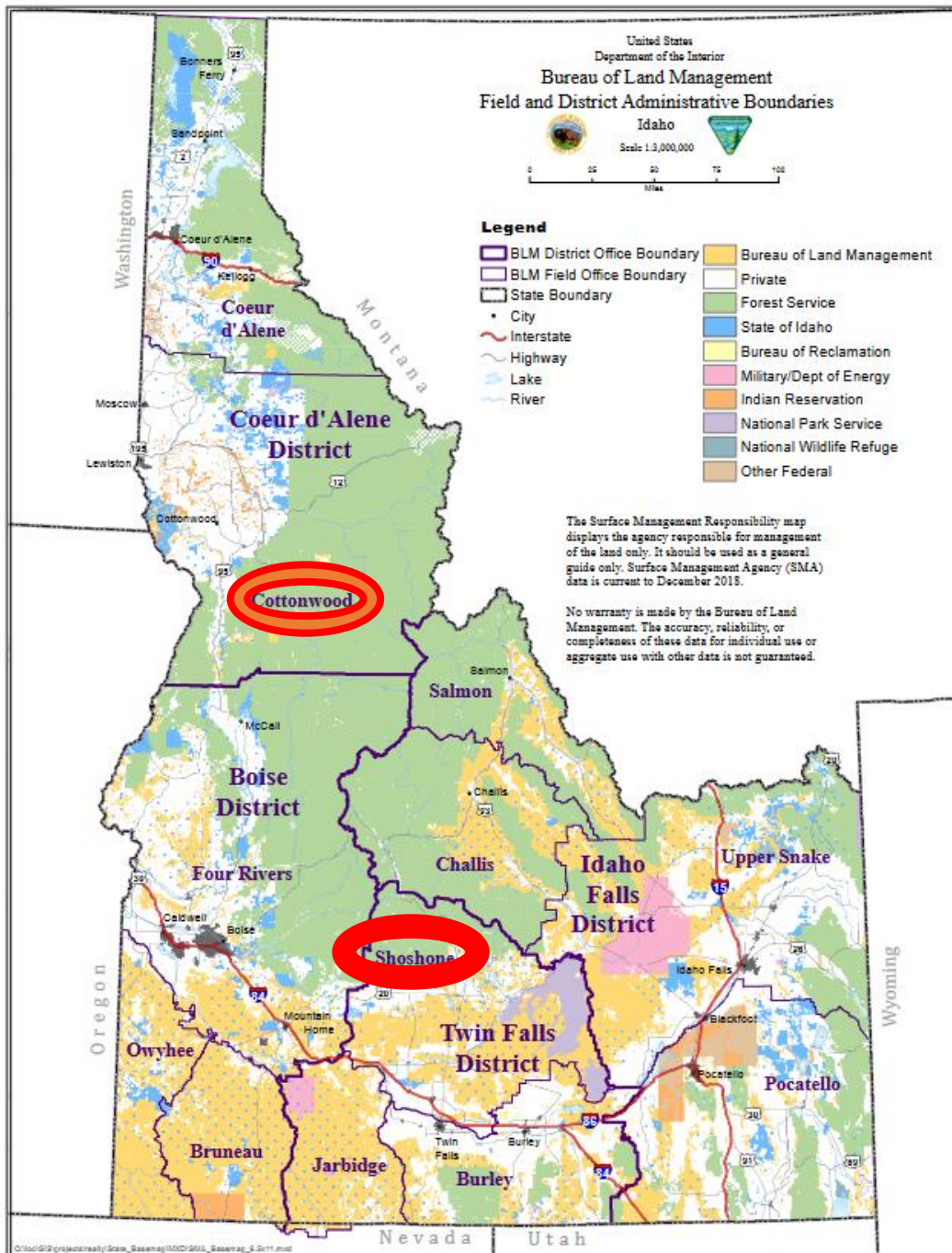


Figure 1. Map showing Bureau of Land Management Field and District Administrative Boundaries. One crew lead will work in the Cottonwood Field Office and one in the Shoshone Field Office, both of which have been circled in red.