



**EAST BAY REGIONAL PARK DISTRICT  
invites applications for the position of:**

## **Vegetation Ecologist II**

**SALARY:** \$42.33 - \$47.19 Hourly  
\$6,878.62 - \$7,668.37 Monthly

**OPENING DATE:** 12/18/19

**CLOSING DATE:** 01/10/20 05:00 PM

### **THE POSITION:**

**(NOTE: the title and job description for this classification are currently under review and subject to change.)**

The East Bay Regional Park District is a system of beautiful parklands and trails in Alameda and Contra Costa counties to the east of San Francisco. Established in 1934, the Park District is the oldest and largest regional park system in the United States, managing over 125,000 acres of parkland within 73 regional parks, and encompassing over 1,300 miles of trails for hiking, biking, horseback riding and nature learning.

**Vacancy Situation:** The Park District currently has one (1) immediate vacancy located in the Acquisition, Stewardship and Development (ASD) Division, working out of the Administrative Headquarters in Oakland, CA (2950 Peralta Oaks Court). The hiring pools established as a result of this recruitment will be used to fill the current vacancy and any additional vacancies that may occur during the one-year life of the hiring pools.

**What You'll Be Doing:** Under general supervision, the incumbent will support Wildland Vegetation and Environmental Services programs by monitoring, analyzing, researching, and coordinating natural resource protection through the scientific application of the principles and practices of Vegetation and Range Management to enhance and protect populations of plants, including those listed by the State and Federal government as Rare, Threatened or Endangered, and manage a livestock grazing program in support of a broader vegetation management plan.

**Class Characteristics:** Resource Analyst II is the journey level class of this series. This class is distinguished from the Resource Analyst I level of this series by the complexity of duties performed and the degree of independence to make decisions in non-routine circumstances. This class may also have intermittent lead responsibility over the Resource Analyst I.

### **We're Looking for Someone Who:**

- Possesses knowledge of native and non-native plant species located throughout the San Francisco Bay Area;
- Is excited to contribute as a member of a newly formed, dynamic team;
- Works cooperatively with others inside and outside the organization to accomplish work goals;
- Contributes fresh ideas and demonstrates a sincere positive attitude towards getting things done and tackling challenges;
- Has strong written and oral communication skills; and
- Keeps up-to-date on current industry research and technology.

### **A Few Reasons Why You May Love This Job:**

- You'll be performing meaningful and valued work connected to our organizational mission;
- You'll be faced with exciting challenges requiring you to use logic and technical knowledge;

- We offer great benefits including medical, dental, tuition reimbursement, free parking and a retirement pension through California Public Employees Retirement System (CalPERS);
- We offer 13.5 paid holidays; and
- 2.5% COLA due 4/1/2020.

**Our Values:**

- Respect: We honor each other, the park users we serve, and the land we steward.
- Resilience: We creatively adapt to change. We address challenges with empathy, perspective, and determination.
- Relationships: Our greatest strength lies in the trust, accountability, and teamwork we cultivate with our colleagues, partners, and the public we serve.
- Responsiveness: We communicate openly, honestly and reliably.
- Transparency: We hold the public's trust through meaningful stakeholder engagement and unfettered access to timely and reliable information on decisions and performance.

**ESSENTIAL FUNCTIONS:**

- Assists Wildland Vegetation Program Manager or program administrator with a variety of projects or assignments;
- Performs research, provides analysis, collects data, conducts field and resource assessments, makes recommendations;
- Maintains records, logs;
- Prepares reports and writes correspondence;
- Assesses District projects, consults with regulatory agencies, and obtains legally binding State and Federal Permits, biological opinions, and/or authorizations for District projects;
- Ensures environmental compliance by serving as the lead monitor on construction projects;
- Provides input and field site assessments to guide the implementation of wildland fuel reduction projects in order to protect species of concern and listed species;
- Coordinates with other District departments, contractors, and outside agencies to perform biological monitoring and resource assessments in order to obtain regulatory permits and provide other resource related services;
- Reviews and/or assists with development of policies, guidelines;
- Monitors budget, tracks expenditures;
- Attends meetings, represents District, makes presentations;
- When performing assigned projects, determines the methodology to be used to develop and implement vegetation management recommendations and holds the main responsibility for the advancement of the project; and
- This position may serve in lieu of the Manager, and by delegation of entire projects that would otherwise fall to the Manager. When serving "in lieu of", this position operates with the full authority of the Manager. Projects can include other areas of natural resources such as integrated pest management, fisheries, wildlife and/or water.

**MINIMUM QUALIFICATIONS:**

**Education:** A Bachelor's Degree from an accredited college or university, with major work in the field of vegetation or range management or related field; **and**

**Experience:** Three years of experience performing complex research or work in vegetation management; **or**

*AN EQUIVALENT COMBINATION OF EDUCATION AND EXPERIENCE*

**ADDITIONAL INFORMATION:**

*Note: The level and scope of the knowledge and abilities listed below are related to job duties as defined under Class Characteristics and vary between the I and II levels.*

**Knowledge of:**

- Vegetation and range management, including a familiarity with native and invasive species of plants of the San Francisco Bay, including rare, threatened and endangered species;
- State and Federal regulations pertaining to the protection and management of these species, the habitat requirements of these species, and strategies to manage for their benefit including implementing habitat restoration;
- Principles of range management, including range infrastructure and improvements, grazing strategies and typical range management practices; and
- CEQA, State and Federal Endangered Species Act, and regulatory requirements of resource agencies.

**Ability to:**

- Assist with negotiation and attainment of regulatory permits;
- Investigate and analyze situations, plan and organize research; coordinate research with other District departments and other agencies;
- Interpret and create topographical and geographic information systems (GIS) based maps;
- Speak and write effectively; and
- Establish and maintain positive and cooperative working relationships with those contacted in the course of work at all levels, including a culturally diverse general public, with a focus on quality service to internal staff and external customers and park users.

**CONDITIONS OF EMPLOYMENT:**

- Pass a Level 1 Background Check.
- A valid California Class C Driver's License is a condition of initial and continued employment in this classification.
- May be required to work occasional evening and/or weekend hours for meetings, presentations or special events.
- May be required to wear a District uniform.

**Union Affiliation:** East Bay Regional Parks Employees, Local 2428, American Federation of State, County & Municipal Employees (AFSCME), AFL-CIO, represents this classification. Wages, hours, and other terms of conditions of employment are covered in an Agreement between the Park District and Local 2428. The probationary period for this classification is nine (9) months.

**Application materials for this position consist of two (2) required parts:**

1. A current East Bay Regional Park District application submitted online; **and**
2. Completion of the supplemental questions.

Apply prior to the closing time of the job announcement and allow at least one (1) hour to submit your application if you are a new user to the system. If you have previously applied on GovernmentJobs.com, please take care to update your existing profile. **Applications are accepted online only.** Our online application system is provided by NeoGov. If you encounter problems while applying online, please contact the NeoGov Help Desk toll-free at (855) 524-5627.

**Notification:** All applicants will be notified of the disposition of their application via email, generally within two to three weeks after the closing date. You may also sign into your GovernmentJobs.com account to view your current application status and notifications.

**Selection Process:** The application materials for all applicants meeting the minimum qualifications will be reviewed by a screening panel to select the best qualified for testing or interview. The District reserves the right to set up a written test, performance test, and/or other assessment procedures before or after the interview process. **Possession of minimum qualifications does not guarantee an interview or invitation to test.** Pursuant to the Federal Immigration and Reform Act of 1986, all applicants who are hired will be required to provide proof of identity and appropriate work authorization documents prior to commencement of employment.

**Special Testing Arrangements:** If you require special arrangements due to a verified disability or medical condition, please contact the Human Resources Department at (510) 544-2154.

**Tentative Date of Examinations:**  
February 2020

**Equal Opportunity Employer:**

*The East Bay Regional Park District, as an Equal Opportunity Employer, encourages applicants from diverse backgrounds to apply.*

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APPLICATIONS MAY BE FILED ONLINE AT:  
<http://www.ebparks.org>

Position #19-LC-09  
VEGETATION ECOLOGIST II  
LC

2950 Peralta Oaks Court  
Oakland, CA 94605  
(510) 544-2154

[jobs@ebparks.org](mailto:jobs@ebparks.org)

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### **Vegetation Ecologist II Supplemental Questionnaire**

- \* 1. Be sure to answer the supplemental questions thoroughly and accurately. Answers to the supplemental questions must be supported by the experience section of the application. Additionally, "See Resume" as a response will not be considered sufficient information to determine your eligibility to move forward in the selection process. Incomplete responses, false statements, omissions, or partial information may result in disqualification from the selection process. I have read and understand the statement above concerning submission of supplemental questionnaire responses.  
 Yes    No
- \* 2. Describe your overall knowledge of restoration ecology, and your experience implementing habitat restoration.
- \* 3. Describe your overall experience working directly with, and utilizing, livestock as a vegetation management tool.
- \* 4. Describe your experience obtaining, and/or working under, a permit(s) performing vegetation management. In your response, describe the permit and your role.
- \* 5. Describe your overall experience planning, organizing, and conducting ecological research.
- \* Required Question