

Conservation Management Technician

Are you passionate about the conservation of natural resources?

We are looking for an individual who is excited about working in a collaborative setting to support the monitoring and managing of natural resources on Mount Tamalpais. Do you have experience in implementing an early detection rapid response program for invasive plant species? Have you monitored special status species, forest systems, plant pathogens and sensitive vegetation communities across large landscapes? If so, we invite you to apply for this exciting new opportunity with the Tamalpais Lands Collaborative as part of the One Tam Initiative.

The Tamalpais Lands Collaborative (TLC) is a new partnership made up of the National Park Service, California State Parks, Marin County Parks, Marin Municipal Water District and the Parks Conservancy. The TLC combines the expertise and resources of its partners to ensure the long-term health of Mt. Tamalpais by advancing efforts to restore ecosystems, improve trail corridors, enhance visitor services, expand education and stewardship programming, and inspire community support through volunteerism and philanthropy.

The TLC Conservation Management Team is comprised of resource management staff from each of the five organizations, who are working collaboratively to increase the health and resiliency of Mount Tamalpais' biological diversity.

One Tam Conservation Management Technician

The One Tam Conservation Management Technician (Technician) will work for the One Tam Conservation Management Specialist to implement both a One Tam Early Detection and Rapid Response (EDRR) program, and a special status species monitoring and management program. Additionally, the Technician will lead small crews to monitor forest understory structure, plant pathogens and sensitive vegetation communities mountain-wide. The Technician will also hire, train, and manage interns, implement One Tam restoration projects, provide contractor oversight, and ensure proper reporting and documentation.

Duties and Responsibilities:

Vegetation Management, Restoration & Monitoring

Invasive Non-Native Plant EDRR Implementation

- Conduct invasive non-native plant inventory and monitoring activities as a part of EDRR program throughout One Tam area of focus in coordination with agency partners;
- Implement priority control strategies linked to EDRR monitoring program, to include scouting and controlling target species using approved IPM approach;
- Lead and train small field teams (interns & staff) to control target infestations;
- Track work performed using either Calflora or Agency-supported databases, photo-monitoring and other record keeping; collect data and generate maps using GPS and GIS technology.

Vegetation Monitoring (Rare Plants, Wetlands, Grasslands, Forests, etc.)

- Support the development, implementation and documentation of monitoring protocols in collaboration with partners, including sampling designs, data organization, and report preparation;
- Implement monitoring efforts for priority vegetation resources, to include conducting field surveys, collecting and organizing data per monitoring protocols, and preparing maps, graphics and

technical summaries to support documentation and reporting;

- Develop and implement a field activity schedule to support monitoring goals and coordinate and implement with Agency partners;
- Implement management actions to reduce threats to sensitive resources – to include removal of non-designated trails, installation of signage/fencing to reduce threats, etc.;
- Implement actions to support the enhancement of sensitive resources – to include rare plant population augmentation, etc.

Ecological Restoration Projects

- Provide technical support to gather baseline data for priority One Tam restoration projects as needed;
- Complete field monitoring work for high priority One Tam restoration sites to track landscape-level changes and restoration accomplishments. Includes photomonitoring, vegetation and revegetation monitoring programmatically as well as for specific projects;
- Implement restoration plans, work goals and plant requests as directed;
- Implement field experiments to improve restoration strategies;

Project & Contractor/Crew Management

- Collect data to support compliance and permit development as necessary;
- Oversee contractor crews controlling invasive plants, to include developing scopes of work, training crews, documenting activities and assessing efficacy of treatment work in support of priority agency partner control work;
- Develop and tracks project scopes and schedules;
- Provides support to One Tam Stewardship Program in leading volunteers as needed;

Administration

- Hire, support and train One Tam Conservation Management Team interns and seasonal staff to complete restoration and weed management activities, providing on-the-ground training;
- Work in coordination with agency seasonals and interns as needed to achieve shared goals;
- Purchase and maintain tools and equipment necessary for completing vegetation management work;
- Attend relevant meetings with all partner organizations;
- Support fundraising efforts and other reporting needs. Provide data summaries for reports;
- Maintain good communication and positive working relations with agency staff and external partners;
- Maintain certifications;
- Position is primarily field based with approximately one day a week in the office.

Qualifications:

- A college degree or comparable field experience in ecological restoration, invasive weed management, or a closely related field (i.e. botany, ecology, resource management);
- Two years demonstrated experience implementing an IPM-based weed management program to include leading field crews and performing control work;
- Two years demonstrated experience managing invasive plant management projects to include developing scope and schedule for work, , managing contractors and documenting work.
- One year demonstrated experience in on-the-ground restoration activities;
- Two years demonstrated experience conducting special status species, wetland and/or botanical

inventory or monitoring activities, to include mapping, data management and development of future management actions;

- One year of demonstrated experience training, supervising, and retaining staff and/or interns;
- Demonstrated proficiency with writing and basic computer skills, knowledge and familiarity with using MS Office, Access and Geographic Information Systems, including ability to collect and process geospatial data to track occurrences, treatments and generate maps;
- Knowledge and familiarity with S.F. Bay Area native and non-native flora;
- Demonstrated experience performing manual labor in inclement weather
- Demonstrated experience with power tool use, such as chainsaw and brushcutter preferred
- Experience working with multiple partners or in a partnership environment; experience working with land management agencies a plus.
- Strong interpersonal and communication skills.
- Ability and desire to work as part of a team on complex projects and programs.
- Bilingual in Spanish a plus.

Compensation

- This is a full time, benefited position. Compensation for this position will be commensurate with work experience, skills, and educational background.
- Primary office is in Sky Oaks, Fairfax with occasional days in San Francisco or other Marin offices.

Applications Due February 7, 2016

The Golden Gate National Parks Conservancy is an Equal Opportunity Employer. Recruitment, placement and promotions are conducted without regard to an individual's race, color, religion, sex, national origin, age, physical handicap, veteran status or sexual orientation, or any other classification protected by Federal, State, and local laws & ordinances.