Conservation Management Technician
Redwood Creek Vegetation Team Crew Leader

The Redwood Creek Vegetation Program is part of the larger Tamalpais Lands Collaborative (TLC), a new partnership made up of the National Park Service, California State Parks, Marin County Parks, Marin Municipal Water District and the Golden Gate National 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. Redwood Creek is an important watershed within the TLC area of focus as home to federally listed wildlife species including: Coho Salmon, Steelhead Trout and California Red-legged Frog. The Redwood Creek watershed encompasses diverse vegetation communities including old-growth redwood forest, native perennial grassland, oak woodland, chaparral, and coastal scrub; together giving a home to over 500 plant species.

The Redwood Creek Vegetation Team is comprised of resource management staff from the National Park Service, California State Parks, and the Parks Conservancy, working on lands within Muir Woods National Monument, Golden Gate National Recreation Area and Mount Tamalpais State Park. This Team works collaboratively across jurisdictional lines to increase the health and resiliency of biological diversity in the Redwood Creek Watershed.

Position Overview
The Redwood Creek Conservation Management Technician (Technician) will work with the NPS Redwood Creek Natural Resource Specialist and California Department of Parks and Recreation Environmental Scientists to implement an invasive plant management program and fulfill vegetation restoration and monitoring goals throughout the Redwood Creek watershed. Additionally, the Technician will lead small crews to revegetate disturbed land, monitor rare plant populations, and assist with research projects throughout the watershed. The Technician will hire, train, and mentor staff and interns, implement restoration projects, provide contractor oversight, and ensure proper reporting and documentation.

Duties and Responsibilities:

Invasive Plant Management

- Lead, train, and provide mentorship for a 3-5 person staff and intern crew controlling priority invasive plants throughout the Redwood Creek watershed.
- Use and maintain hand tools including pulaskis, weed wrenches, hand picks, shovels, etc.
- Use and maintain power tools including chainsaws and brush cutters.
- Possess or acquire a California Department of Pesticide Regulation Qualified Applicator Certificate. Mix and apply herbicides in a safe and effective manner according to all laws and regulations.
- Oversee contract invasive plant crews, to include developing scopes of work, directing crews in the field, documenting activities and assessing efficacy of treatment work in support of priority agency partner control work.
- Be familiar with all target invasive species in all life stages, and best treatment strategies
- In compliment to existing volunteer programs, assist in the development and implementation of an ongoing volunteer program in the watershed.
- Track work performed using either CalFlora or Agency-supported databases, photo-monitoring and other record keeping; collect data and generate maps using GPS, GIS, and Android technology.
- Develop and implement a field activity schedule to support treatment goals. Coordinate and implement these activities with Agency partners.
- Be attentive and responsible for quality of all work produced by self and other team members
- Be responsible for the safety of self and co-workers.

Ecological Restoration/ Vegetation Monitoring

- Implement restoration plans, work goals and planting plans as directed.
- Implement management actions to reduce threats to sensitive resources – including removal of non-designated trails, installation of signage/fencing to reduce threats, etc.
- Provide technical support to gather baseline data for priority restoration projects as needed
- Complete field monitoring work for high priority restoration sites to track landscape-level changes and restoration accomplishments. Includes photomonitoring, vegetation and revegetation monitoring programmatically as well as for specific projects.
- Implement actions to support the enhancement of sensitive resources – to include rare plant population augmentation, etc.
- Implement field experiments to improve restoration strategies.

Administration

- Hire, support, and train interns and seasonal staff to complete restoration and weed management activities. Provide on-the-ground training and leadership for these staff.
- Complete daily work logs, herbicide use logs, daily monitoring logs, and work performed forms using Android devices.
- Purchase and maintain tools and equipment necessary for completing vegetation management work.
- Attend relevant meetings with all partner organizations.
- During fieldwork serve as an on-site representative for agency partners as needed and as appropriate.
- Support fundraising efforts and other reporting needs by providing data summaries etc.
- 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.

Physical Requirements & Work Environment:

- Work is performed in an outdoor setting and includes exposure to poison oak, ticks, and adverse conditions, including, but not limited to, exposure to sun, wind, rain, loud noise, uneven terrain, mud.
- Work is primarily performed standing or walking.
- Work requires squatting and kneeling.
- Frequently lifts, carries, and positions objects weighing up to 50 pounds.

Qualifications

- Excellent work ethic and commitment to a positive team dynamic.
- 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 performing control work.
- Two years demonstrated experience in on-the-ground restoration activities.
- Minimum one year demonstrated experience serving as a crew lead or similar.
- One year demonstrated experience managing invasive plant control projects to include developing scope and schedule for work, managing contractors and documenting work.
- 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.

- Valid driver's license and a clean driving record.
- 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 near Muir Woods, with occasional office time in the Marin Headlands and Petaluma.

To Apply

Please submit your resume and a thoughtful cover letter. Application deadline is Wednesday November 14, 2016. Interviews will be conducted during the weeks of November 21 or November 28. Desired start date is January 2017.

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.