



# Nature Collective

CONNECT. EXPERIENCE. PROTECT.

## Restoration Ecologist Job Description

**Classification:** Full-time/Exempt

**Reports to:** Ecology Director

**Salary:** \$56,000-\$62,000

### Position Summary

In collaboration with the Ecology Director, Property owners and managers; play a key role in restoring ecosystems, habitats, and diversity while assisting in implementing, monitoring, and maintaining habitat restoration projects throughout San Diego County.

### Responsibilities

- Assist in the design and planning of restoration projects.
- Conduct habitat and vegetation monitoring.
- Supervise the implementation and maintenance of restoration efforts, including site preparation, planting, and irrigation.
- Perform hand weeding, pesticide application, seeding, hydro-seeding, planting, and propagation.
- Assist in selecting seed and plant palettes appropriate to each site based on soil properties, existing plant communities, and hydrological conditions.
- Manage weeds, herbicide selection, application, and supervision.
- Conduct plant propagation and seed collection, as well as building and maintaining field nurseries.

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PO Box 230634 Encinitas, CA 92023-0634 | T 760.436.3944 | [naturecollective.org](http://naturecollective.org)

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- Follow work plans, restoration, and Health and Safety Plans.
- Read and install irrigation diagrams and plans.
- Perform data collection, selection, and installation of monitoring transects and other vegetation sampling methods.
- Support and guide volunteer activities.
- Manage and support the preparation of ecological restoration conceptual plans, construction documents (i.e., plans and specifications), and cost estimates.
- Manage and support the preparation of habitat mitigation monitoring plans, long-term management plans, adaptive management plans, and conservation plans.
- Conduct habitat mapping and assessments and surveys for special-status species and other sensitive biological resources at numerous sites throughout California.
- Perform other related duties as assigned.

### **Qualifications**

- Bachelor's Degree in Life Sciences (Ecology, Environmental Science, Botany, Biology, Fisheries, Forestry) or equivalent experience.
- Qualified Applicator License from the California Department of Pesticide Regulation.
- At least four years of relevant work experience throughout the California area.
- Working knowledge of local habitats, flora, and fauna.
- Native plant identification skills and knowledge of California plant communities.
- Ability to lift to 50lbs.
- Self-motivated organized individual with good time-use and problem-solving skills and the ability to work well in a team environment.
- Experience with field data collection and standard protocols (e.g., relevé & CRAM methods of sampling vegetation and habitats).
- Experience and knowledge of statistical methods to analyze field-collected data.
- Experience in the identification and management of non-native plant species common to Southern California.
- Experience with using and safely handling power tools such as weed cutters, chainsaws, mowers, and soil augers.
- Ability, knowledge, and experience with supervision of restoration field crew

### **Travel:**

- Must possess a valid driver's license.
- Must be able to travel independently to project sites throughout San Diego County.





Submit this application, a cover letter, and resume to  
**admin@thenaturecollective.org. Subject: Restoration Ecologist.**  
Applications will be accepted through September 6, 2021. Interviews will be  
scheduled the week of September 13, 2021. No phone calls please.

## Nature Collective

### Employment Application

#### Applicant Information

Full Name: \_\_\_\_\_ Date: \_\_\_\_\_  
*Last First M.I.*

Address: \_\_\_\_\_  
*Street Address Apartment/Unit #*

\_\_\_\_\_  
*City State ZIP Code*

Phone: \_\_\_\_\_ Email \_\_\_\_\_

Date Available: \_\_\_\_\_ Social Security No.: \_\_\_\_\_ Desired Salary: \$ \_\_\_\_\_

Position Applied for: \_\_\_\_\_

Are you a citizen of the United States? YES ☐ NO ☐ If no, are you authorized to work in the U.S.? YES ☐ NO ☐

Have you ever worked for this company? YES ☐ NO ☐ If yes, when? \_\_\_\_\_

Have you ever been convicted of a felony? YES ☐ NO ☐

If yes, explain: \_\_\_\_\_

#### Education

High School: \_\_\_\_\_ Address: \_\_\_\_\_

From: \_\_\_\_\_ To: \_\_\_\_\_ Did you graduate? YES ☐ NO ☐ Diploma: \_\_\_\_\_

College: \_\_\_\_\_ Address: \_\_\_\_\_

From: \_\_\_\_\_ To: \_\_\_\_\_ Did you graduate? YES ☐ NO ☐ Degree: \_\_\_\_\_

Other: \_\_\_\_\_ Address: \_\_\_\_\_

From: \_\_\_\_\_ To: \_\_\_\_\_ Did you graduate? YES ☐ NO ☐ Degree: \_\_\_\_\_

#### References

*Please list three professional references.*

Full Name: \_\_\_\_\_ Relationship: \_\_\_\_\_

Company: \_\_\_\_\_ Phone: \_\_\_\_\_

Address: \_\_\_\_\_

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Full Name: \_\_\_\_\_ Relationship: \_\_\_\_\_

Company: \_\_\_\_\_ Phone: \_\_\_\_\_

Address: \_\_\_\_\_

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Full Name: \_\_\_\_\_ Relationship: \_\_\_\_\_

Company: \_\_\_\_\_ Phone: \_\_\_\_\_

Address: \_\_\_\_\_

### Previous Employment

Company: \_\_\_\_\_ Phone: \_\_\_\_\_

Address: \_\_\_\_\_ Supervisor: \_\_\_\_\_

Job Title: \_\_\_\_\_ Starting Salary: \$ \_\_\_\_\_ Ending Salary: \$ \_\_\_\_\_

Responsibilities: \_\_\_\_\_

From: \_\_\_\_\_ To: \_\_\_\_\_ Reason for Leaving: \_\_\_\_\_

May we contact your previous supervisor for a reference? YES ☐ NO ☐

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Company: \_\_\_\_\_ Phone: \_\_\_\_\_

Address: \_\_\_\_\_ Supervisor: \_\_\_\_\_

Job Title: \_\_\_\_\_ Starting Salary: \$ \_\_\_\_\_ Ending Salary: \$ \_\_\_\_\_

Responsibilities: \_\_\_\_\_

From: \_\_\_\_\_ To: \_\_\_\_\_ Reason for Leaving: \_\_\_\_\_

May we contact your previous supervisor for a reference? YES ☐ NO ☐

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Company: \_\_\_\_\_ Phone: \_\_\_\_\_

Address: \_\_\_\_\_ Supervisor: \_\_\_\_\_

Job Title: \_\_\_\_\_ Starting Salary: \$ \_\_\_\_\_ Ending Salary: \$ \_\_\_\_\_

Responsibilities: \_\_\_\_\_

From: \_\_\_\_\_ To: \_\_\_\_\_ Reason for Leaving: \_\_\_\_\_

May we contact your previous supervisor for a reference?      YES      NO  
   ☐      ☐

### Disclaimer and Signature

*I certify that my answers are true and complete to the best of my knowledge.*

*If this application leads to employment, I understand that false or misleading information in my application or interview may result in my release.*

Signature: \_\_\_\_\_ Date: \_\_\_\_\_