



COLORADO NATURAL HERITAGE PROGRAM Position Announcement



TITLE: Colorado & Wyoming BLM Riparian & Wetland AIM Monitoring Crew Leads and Technicians

POSITION TYPE: Full-time, temporary

NUMBER OF POSITIONS: 12 in total, 4 Crew Leads and 8 Technicians

WORK LOCATIONS: Based in Fort Collins, CO. Travel throughout Colorado and Wyoming.

PAY RATE: Crew leads: \$21-23/hr. Technicians \$19-20/hr. Depending on experience and position. \$60.00/day per diem & gear reimbursement when traveling beyond base location. Total per diem reimbursement = \$395-455/hitch OR \$790-910/month.

- Approximate hourly equivalent for crew leads, including per diem, is \$25.94-26.69/hr.
- Approximate hourly equivalent for technicians, including per diem, is \$23.94-24.69/hr.

Health insurance (monthly premiums paid by CSU), retirement, paid federal holidays, and sick leave provided.

DURATION: May 7–September 2025. Crew Leads start April 21. Dates are approximate.

Summary of Positions

In partnership with the Bureau of Land Management (BLM), the Colorado Natural Heritage Program (CNHP) is seeking experienced field technicians to collect **wetland monitoring data** through **BLM's Riparian & Wetland Assessment, Inventory and Monitoring (AIM) Program**. Successful applicants will be trained in the methods by Wetland Ecologists from CNHP and BLM's National Operations Center and will spend the summer applying the protocol in wetlands and riparian areas on BLM lands throughout Colorado and Wyoming. Quantitative vegetation data will be collected using the line-point intercept (LPI) method. Additional data collection will include soils, hydrology, water quality, and surrounding land use. ***All technicians must be available for the weeklong training May 19-24, 2025 in Rawlins, WY.***

Four field teams of three technicians each will be hired (1 Crew Lead and 2 Technicians). **All teams will be stationed in Fort Collins, CO.** Crews will spend 4 to 8 days in a row in the field, often camping on BLM land away from their base location. The typical hitch schedule during the field season is 8 days on with 6 days off. All teams will travel extensively across their base state (CO or WY), collecting data in a wide variety of settings. Field Protocol can be found here: [Field Protocol for Lentic Riparian and Wetland Systems](#).

Crew Lead positions may start up to 3 weeks in advance of the field season (estimated start date is April 21) to plan field season logistics. The Crew Lead will be responsible for supporting and managing crew safety and wellbeing, coordinating field logistics and scheduling, managing the crew's equipment, and completing administrative paperwork. Before, during, and after field data collection, the Crew Lead will be responsible for the organization and quality control of all data collected using iPad tablets and occasional paper forms.



CNHP is interested in finding the best candidates for these positions. We encourage you to apply, even if you don't think you meet every one of our preferred qualifications – use your application to let us know what excites you about this role and what transferable skills or other qualities you would bring.

Qualifications for All Positions

1. Coursework in botany, ecology, natural resources, range management, or related field preferred for all positions. A completed B.S. degree is preferred for all positions and required for Crew Leads.
2. Field experience collecting scientific data, specifically vegetation sampling, soil profile descriptions, water quality sampling, and/or other environmental data preferred for all positions. Knowledge of wetland ecology and experience working in wetlands and/or riparian areas is a plus.
3. Previous experience working on a BLM Assessment, Inventory and Monitoring (AIM) crew (Terrestrial, Lotic, or Riparian & Wetland AIM) preferred, especially for Crew Leads.
4. Experience using dichotomous botanical keys and field guides, familiarity with the major plant families, and knowledge of western flora and/or wetland species preferred.
5. Experience with aerial photography (Google Earth), navigating with a topographic map, and use of GPS preferred for all positions and required for Crew Leads. Experience with ArcGIS preferred for Crew Leads, but not required.
6. Willingness and ability to work long hours and unusual schedules, travel extensively during the field season, car camp, and hike long distances (up to 6+ miles/day) while carrying a heavy pack (up to 40 lbs) required for all positions.
7. Willingness and ability to work with a positive attitude in field conditions that include exposure to inclement weather, rugged terrain, hot or cold weather (30–110° F), mosquitos, and poisonous plants, all while maintaining a strong commitment to team safety required for all positions.
8. Careful attention to detail and strong written and organizational skills to complete lengthy field forms required for all positions. Experience collecting data electronically using tablets or other devices preferred for all positions.
9. Strong oral communication skills for professional interactions with BLM staff and private landowners required for all positions.
10. A valid driver's license is required for all positions. Experience driving 4x4 vehicles on rough roads preferred.
11. Wilderness First Aid or other field safety training preferred for all positions.



Reflecting departmental and institutional values, candidates are expected to have the ability to advance the Department's commitment to diversity and inclusion.



To apply: email resume, cover letter, and three references (please include phone number, email, and relationship) to Alexa Armstrong at alexa.armstrong@colostate.edu. Please mention how you found out about this position. Please indicate if you would like to be considered for the Crew Lead or Technician position and which state you would prefer to work in. In addition to Colorado and Wyoming, CNHP will also be managing crews in Utah. If interested, please see the position description here: [Employment – Colorado Natural Heritage Program](#). Please note that you do not need to submit separate applications for each state.

First consideration of applicants will begin January 6, 2025. Applications will continue to be accepted until all positions are filled or until May 3, 2025,

whichever comes first. Applicants for the Crew Lead positions are encouraged to apply early.

Colorado State University is an EO/EA/AA employer.

Colorado State University conducts background checks on all final candidates.

Employee Benefit information can be found on HR's Website at <https://hr.colostate.edu/current-employees/benefits/>.

