

**Position Title:** Botany Field Technician- Native Plant Materials Collection (Rocky Mountain Region)

**Position Summary:**

Colorado State University's Colorado Natural Heritage Program (CNHP) is seeking a Botany Technician to support the collection of native plant materials in a U.S. Forest Service (USFS) project.

This role will involve gathering native seeds and plants to contribute to the development of the USFS Native Plant Materials Program in the Rocky Mountain Region. Native plant materials are critical in restoring lands after disturbances, creating long-term soil stability, enhancing wildlife habitats, and building resilient ecosystems.

This is a very hands-on role and includes assisting with planning, coordinating, scouting, collecting, delivering plant materials, and managing data. Fieldwork will take place in USFS forests and grasslands across the Rocky Mountain Region (Colorado, Wyoming, South Dakota, Nebraska, and Kansas).

This position also involves camping in remote areas, spending full days in the field, and participating in week-long field trips. Activities include driving and hiking to field sites, collecting vegetation data, completing field forms, and collaborating with USFS project partners. While previous fieldwork experience, especially in the Rocky Mountains and/or Great Plains habitats, is preferred, it is not a requirement.

If you are up for the challenge, consider joining the CNHP Botany/Vegetation Ecology Team and contributing to preserving our natural landscapes!

**Organization Summary:**

The Colorado Natural Heritage Program (CNHP) is committed to the conservation and preservation of Colorado's biological diversity. As a part of Colorado State University and a department within the Warner College of Natural Resources, CNHP conducts comprehensive biological inventories, gathers and manages data on rare and imperiled species and ecosystems, and collaborates with various partners to formulate conservation strategies.

CNHP's role is critical in providing scientific information and expertise to guide conservation efforts, ensuring the protection of Colorado's inherited nature, including all species and plant communities. Through comprehensive research, data management, and strategic collaboration, CNHP strives to maintain the integrity of the state's natural environment for current and future generations.

If you're passionate about conservation, diversity, and making a positive impact, we encourage you to apply. At CNHP, every contribution matters in our mission. We can't wait to hear from you!

**Responsibilities/Duties:**

**Planning -10%:** Help develop plans for week-long field trips where you will search for native plant populations suitable for seed collection. Planning includes determining locations, timing, and any volunteer/partner guests.

**Communication/Coordination - 10%:** Assist the lead botany technician with coordinating location, timing, and partner/volunteer meetings, regarding collecting native plant materials between CNHP, the Colorado Native Plant Society (CoNPS) and USFS staff. Help communicate project results with final reporting.

**Field Data and Native Plant Material Collection- 60%:** Using GPS-enabled devices and/or topographic maps, drive to and from field sites, following paved and dirt roads. Hike into plant populations, sometimes on hiking trails and other times going off-trail through dense vegetation and steep slopes, for long distances in various temperatures and weather conditions. Following a protocol, determine if a native plant population is suitable for seed collection by analyzing plant abundance, and the surrounding habitat. Collect seeds where suitable and deliver them to USFS partners. **Skills in plant identification, plant phenology, and attention to detail are highly recommended.**

**Training-5%:** Attend seed collection training, wilderness first aid training, and cultural competency training to learn the seed collection protocol and to prepare for life in the field.

**Data Management, Field Planning and Documentation-15%-** Assist with any documentation and data management of your field work. This may include maps showing where seeds were collected and reporting how much and of what was collected.

**Required Qualifications:**

1. Coursework in botany, ecology, natural resources, range management, or a related field.
2. Ability to work both independently and with a team of diverse individuals, to maintain effective working relationships, and be self-motivated.
3. The ability to organize, manage time, and problem-solve; ability to handle complex tasks with a high degree of accuracy and attention to detail.
4. Strong oral and written communication skills and proficiency with Microsoft Word, and Excel.
5. Experience using dichotomous botanical keys and/or field guides, familiarity with the major plant families, and/or knowledge of western flora.
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.).
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.
8. A valid driver's license

**Preferred Qualifications:**

1. A completed bachelor's degree (*or expectation of a completed degree by May 2025*) in botany, ecology, natural resources, range management, or a related field.
2. Experience collecting scientific data related to vegetation sampling, plant population abundance, plant identification, plant phenology, and/or habitat assessment.
3. Experience specific to seed and native plant material collection.
4. Experience working in habitats like the study areas including the Rocky Mountains and/or Great Plains.
5. Experience working on a field crew.
6. Experience with field navigation with a GPS unit or tablet, field navigation apps, and a topographic map.
7. Experience with ArcGIS, ArcGIS Pro, development of Field Maps projects or Survey123 forms, and map making.
8. Experience driving 4x4 vehicles on rough roads and camping in remote locations.
9. Experience collecting data electronically using tablets or other devices.

**Number of weekly working hours:**

40 hours/week

**Potential Start date:**

May 12<sup>th</sup>, 2025

**Number of Openings:**

1 position

**Hourly Pay Rate:**

\$19.00 - \$20.00/hour + per diem of \$60.00/day when traveling beyond base location

**Application Instructions:**

To apply, email a resume (in PDF form), cover letter (in PDF form), and three references (please include both phone number and email contact information for references) to Curtis Drake at [curtis.drake@colostate.edu](mailto:curtis.drake@colostate.edu) and please include the full position title in the subject line. **If you are interested in any of the other positions we are hiring for this summer, please include the names of those positions in your email. No need to apply to each separately!**

**Apply By date:**

Applications will be reviewed on a rolling basis, but for first consideration, apply by January 22nd, 2025. Applications will continue to be accepted until the position is filled or until March 31, 2025, whichever comes first.

**Duration of position:**

May - October 2025

**Employee Benefits:** Employee Benefit information can be found on HR's Website at <https://hr.colostate.edu/wp-content/uploads/sites/25/2021/02/benefits-summary-hourly.pdf> and <https://hr.colostate.edu/current-employees/benefits/>.

CSU is an EO/EA/AA employer.

Colorado State University conducts background checks on all final candidates.