



COLORADO NATURAL HERITAGE PROGRAM Position Announcement



Title:	Plant Ecology Technician
Position Type:	Full-time, Temporary
Work Location:	Based in Fort Collins, CO with travel to surrounding states (mostly Kansas)
Pay Rate:	\$18.00 - \$23.00/hour depending on experience and/or education + per diem of ~ \$60.00/day & gear reimbursement when traveling beyond base location.
Benefits:	Health insurance, overtime pay, retirement, and paid sick leave provided.
Duration:	April 6th, 2024 – Mid-Oct 2024 (dates are approximate)

Position Summary

The [Colorado Natural Heritage Program](#) (CNHP) of Colorado State University seeks a temporary Plant Ecology Technician to support Ecological projects for the Botany/Vegetation Ecology Team.



This position will be based in Fort Collins, Colorado, but requires extensive and frequent travel throughout Colorado and field sites in surrounding states (mainly in Kansas). The position will work with CNHP staff to survey and document natural plant communities, rare plant species and their habitat, and potential conservation areas. Ecological and botanical data will be collected following standards of the NatureServe-Core Methodology and by implementing quantitative methods to collect vegetation plot data. The position will interact with federal and state agencies and other partners.

The work involves week-long to **8-day field hitches, camping in remote settings, and full 8-10hr field days**, driving and hiking to field sites, collection of data using tablets, and detailed completion of field forms. The technician will conduct surveys, record data, and provide data to the CO Natural Heritage Program during the term of employment. Work is subject to funding availability and program needs. Hours are variable, up to 40 hrs./wk.

Responsibilities/Duties

- **Planning and Coordination/Communication** – In coordination with CNHP staff and partners, conduct pre-field logistics and planning, identify potential survey sites and determine natural plant community and species and habitat targets for areas across Colorado and surrounding states. Prepare data collection forms. Request and secure permission/permits to access survey sites on public and private land. Communicate with team staff and

project partners/sponsors.

- **Field Data Collection**- Conduct outdoor field surveys over 6 to 8-day long periods that require camping overnight. Use navigation tools and maps to drive and/or walk to and from survey sites via paved and unpaved roads, hiking trails, and traversing across terrain off-trail. Effectively locate targeted natural plant communities, and rare species and their habitats within survey sites. Travel will often be through dense vegetation and over long distances in various temperatures and weather conditions. Collect and record botanical, ecological, and spatial data using Survey123, Field Maps, and field notebooks. Identify western flora including common and rare species native to Colorado and surrounding states and recognize and identify exotic invasive species. Recognize and document natural plant communities and rare plant habitats. Follow NatureServe-core methodology and project specific methods/protocols and ensure accurate and complete recording, preparation, and reporting field-collected data. Collect voucher herbarium specimens when appropriate. Follow safety protocols using proper documentation, consistent communication, and field awareness.
- **Training** -Participate in project-specific training, wilderness first aid training, and cultural competency training.
- **Data Management and Documentation** -Organize and manage field-collected data. Responsible for quality assurance and reporting of field-collected data including preparing data for incorporation into BIOTICS database.

Required Qualifications

1. Ability to identify western flora including common and rare species native to Colorado and surrounding states is required. Ability to recognize and identify exotic invasive species is required.
2. Coursework in botany, ecology, natural resources, conservation, environmental science, or related field required.
3. Experience conducting field work to collect botanical and/or ecological data is required.
4. The ability to work in challenging field conditions, walk across uneven terrain, and stand, sit or stoop for extended periods are required. The ability to hike and navigate to field sites is required.
5. Experience with field navigation, GIS use, navigation apps, and topographic maps required.
6. Experience with ArcGIS Desktop or ArcGIS Pro and ability to make maps is required.
7. A valid driver's license is required.
8. Successful candidates must possess working knowledge of tools, equipment, procedures and methods necessary to survey for and map natural plant communities and rare plant populations, possess excellent communication skills, excellent attention to detail, reliability, and the ability to work effectively alone and as part of a team.
9. The ability to plan and carry out field surveys, including locating specific habitats and survey sites, is required.
10. Experience driving 4X4 vehicles on rough roads and camping in remote locations.

Preferred Qualifications

1. Experience with Natural Community classification is preferred.
2. Completed bachelor's degree botany, ecology, natural resources, conservation, environmental science, or related field is preferred.
3. Experience working in habitats like the study areas including the Rocky Mountains and/or Great Plains is preferred.
4. Familiarity or experience with NatureServe-Core Methodology is preferred.
5. Familiarity or experience with the development of Field Maps projects and/or Survey 123 forms is preferred.
6. Experience collecting data electronically using tablets or other devices is preferred.

Application Instructions

To apply, email a resume, cover letter, and three references (please include phone number and email contact information for references) to Jessica Cheadle at jcheadle@colostate.edu. **Please include the full position title in the email subject line.**

Applications will be reviewed on a rolling basis, and will continue to be accepted until the position is filled.

At CNHP, our work is not just guided by projects; it is rooted in our values. We are committed to diversity, fostering respect for all people, cultures, and communities. We believe in building a team that mirrors the diversity of the places we serve, recognizing the richness that diverse talents, experiences, and skills bring to the table. We understand that life experiences matter as much as professional qualifications. If you are passionate about conservation, diversity, and making a positive impact, we encourage you to apply. Every contribution matters in our mission to create a thriving Colorado for both people and nature. **We can't wait to hear from you!**

Colorado State University is committed to providing a safe and productive learning and living community. To achieve that goal, we conduct **background investigations** for all final candidates being considered for employment. Background checks may include, but are not limited to, criminal history, national sex offender search and motor vehicle history.

Colorado State University is committed to providing an environment that is free from discrimination and harassment based on race, age, creed, color, religion, national origin or ancestry, sex, gender, disability, veteran status, genetic information, sexual orientation, gender identity or expression, or pregnancy. Colorado State University is an equal opportunity/equal access/affirmative action employer fully committed to achieving a diverse workforce and complies with all Federal and Colorado State laws, regulations, and executive orders regarding non-discrimination and affirmative action. The Office of Equal Opportunity is in 101 Student Services.



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