

COLORADO NATURAL HERITAGE PROGRAM

Position Announcement



TITLE:	National Wetland Condition Assessment Lead and Field Technicians Particularly seeking experience in Botany
POSITION TYPE:	Full-time, temporary
NUMBER OF POSITIONS:	2-4 Positions
WORK LOCATIONS:	Colorado and Wyoming
PAY RATE:	\$16.50–\$18.00, depending on experience and position. \$42.50/day per diem when traveling beyond base location. Health insurance provided.
DURATION:	May–September 2021 (Lead Technicians begin in early April)

Summary of All Positions

The Colorado Natural Heritage Program (CNHP) is seeking experienced field technicians to collect **wetland assessment data** for the U.S. Environmental Protection Agency (EPA) **National Wetland Condition Assessment (NWCA)** conducted every five years. Successful applicants will be trained in data collection methods by Wetland Ecologists from CNHP and the EPA and will spend the summer applying the protocol in wetlands throughout Colorado and Wyoming.



Three field teams of four technicians each (1 Lead Technician and 3 Field Technicians) will be hired. Two teams collect data in **Colorado** and one in **Wyoming**. Crews will spend 4 to 8 days in a row in the field traveling to randomly selected sites across their base state, often camping in the field. Sites will be located in both the front and back county and on public and private land. The team will collect data on wetland vegetation, soils, hydrology, water quality, and the condition of buffers. Sampling will follow rigorous protocols used by field teams across the country. Information on NWCA is available at: <http://water.epa.gov/type/wetlands/assessment/survey/index.cfm>.

Lead Technicians may start up to 1 month in advance of the field season (estimated start date in April) to plan field season logistics, including securing permission to access sites on private land, scheduling site visits, preparing field maps, preparing field supplies, etc. During the field season, the Lead Technicians 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 Lead Technicians will be responsible for the organization and quality control of all data collected using iPad tablets and occasional paper forms. The Lead Technician should have experience working in wetlands and expertise in *either* plant taxonomy or soil taxonomy.

Qualifications for All Positions

1. Coursework in botany, ecology, natural resources, range management, or related field required for all positions. A completed B.S. degree is preferred for all positions and required for Lead Technicians.
2. Field experience collecting scientific data, such as vegetation sampling, soil profile descriptions, water quality sampling, and/or other environmental data required for all positions. Knowledge of wetland ecology and experience working in wetlands and/or riparian areas preferred.
3. Experience using dichotomous botanical keys and field guides, familiarity with the major plant families, and knowledge of western flora and/or wetland species preferred (required for at least one member of each team).
4. Experience with soil taxonomy and describing soil profiles preferred (required for at least one member of each team).

5. Experience with aerial photography (Google Earth), navigating with a topographic map, and use of GPS preferred for all positions and required for Lead Technicians. Experience with ArcGIS preferred for Lead Technicians, but not required.
6. Willingness and ability to work long hours and unusual schedules, travel extensively during the field season, share living quarters in rustic field housing, bunkhouses, and car camping, and potentially backpack and hike long distances (up to 10 miles / day) while carrying a heavy pack (up to 40 lbs) required for all positions.
7. Ability and comfort to work with a team-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.
9. Strong oral communication skills for professional interactions with land manager and landowners required for all positions.
10. A valid driver's license required for all positions. Experience driving 4x4 vehicles on rough roads preferred.
11. Wilderness First Aid or other field safety training preferred. Additional training will be available.



Applicants from Black, Indigenous, People of Color, and other underrepresented groups in the field of conservation are strongly encouraged to apply. CNHP and CSU are committed to building diversity and inclusion in natural resources; applicants should be comfortable with engaging in this work.

As the COVID-19 pandemic continues to evolve, we at CNHP and CSU take it very seriously and continue to implement and adjust our COVID-19 safety plan to protect the health and safety of our employees and the communities in which we work.



To apply email resume, cover letter, and three references (with phone numbers) to Laurie Gilligan at Laurie.Gilligan@colostate.edu. Please indicate if you would like to be considered for the Lead Technician and which state you would prefer to work in.

Application consideration is ongoing, upon application receipt. Applications received during the week of February 22 receive priority consideration. Applications continue to be accepted until all positions are filled or until May 31, 2021, whichever comes first.

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 located in 101 Student Services.

