



**COLORADO NATURAL HERITAGE PROGRAM Position
Announcement**



Apply online at: <https://jobs.colostate.edu/postings/122784>

Title: Botanist, Research Associate III
Position Type: Full-time, permanent
Work Locations: Based in Fort Collins, CO with extensive statewide travel required during growing season
Pay Rate: \$52,800 – \$66,000 starting salary, depending on experience. Competitive benefits package through Colorado State University
Duration: Anticipated start date of May 8, 2023

Summary of Position

The Colorado Natural Heritage Program (CNHP) of Colorado State University (CSU) is seeking an experienced Botanist to support projects for the Botany/Vegetation Ecology Team. The CNHP Botany/Vegetation Ecology Team supports Colorado’s native plant species through rare plant inventories and population monitoring, weed mapping, vegetation mapping, restoration, species distribution modeling, and curating information on plant species and native plant communities in CNHP’s centralized database (BIOTICS). CNHP is Colorado’s primary biological conservation information center housed within the Warner College of Natural Resources at CSU, and is funded through agreements, grants, and donations. CNHP is a key player in Colorado’s conservation of open lands and is a member of the NatureServe Network. CNHP maintains the only centralized database in Colorado that includes information on plants, animals, and natural communities and serves a wide variety of users including federal, state, and local agencies, consultants, environmental groups, non-government organizations, private landowners, and the public.

CNHP provides a flexible work environment to support work-life balance with excellent benefits and CSU is dedicated to taking care of faculty and staff by providing a wide range of benefits that promote health, financial security, and overall well-being. The University also offers many perks to eligible employees – from educational benefits and work-life programs to discounts and deals.

The CNHP botanist will be responsible for conducting externally-funded botanical and/or ecological field surveys, inventories, and monitoring of rare and invasive plant species populations, as well as managing tabular, spatial, and biological data, compiling data into CNHP field forms, and reporting. The botanist will hire, train, and supervise assistants and technicians, design, propose and manage botanical projects, and collaborate with partners and permanent staff to successfully complete projects. The incumbent will be experienced with the flora and ecological systems of Colorado, including knowledge of rare and invasive plant species and monitoring methodology. A working knowledge of Natural Heritage Methodology is preferred. The position requires extensive and frequent travel throughout the state of Colorado during the growing season and may also include travel to field sites in Wyoming, South Dakota, Nebraska, and/or Kansas. The field work involves week-long field trips, camping in remote settings and full field days, driving and hiking to field sites, navigating to study sites using a GPS, topographic maps, or navigation apps, the collection of data using tablets, and detailed completion of field forms and reports. This position will be supervised by the CNHP Botany/Vegetation Ecology Team Leader.



Responsibilities

1. Conduct botanical and/or ecological field work on Botany/Vegetation Ecology Team projects, including weed mapping, native plant material collection, native plant community restoration, rare plant inventory and monitoring, and other tasks. Collect botanical data, including identification, abundance, condition, phenology, habitat type, soils, hydrology, and landscape context following CNHP methodologies.
2. Conduct pre-field logistics and planning, survey site identification using spatial analysis software, data collection preparation, and secure permission/permits to access survey sites on public and private land.
3. Hire, train and supervise assistants and technicians working on projects for which this position is responsible.
4. Manage tabular, spatial, and biological data, compile data into CNHP field forms, analyze data, prepare and enter field data into the BIOTICS database and implement quality control procedures in BIOTICS.
5. Complete detailed final and interim reports, integrating botanical data into conservation, restoration, or management plans as needed, in completion of project contracts.
6. Contribute to new initiatives to forward CNHP's mission, participate in monthly staff meetings, bi-annual CNHP Partners Meeting, and other administrative duties.
7. Design, propose, and manage botanical projects working with CNHP staff and partners to determine successful projects, meet and engage with project stakeholders, serve as a principal investigator (PI) or co-PI on projects.

Required Qualifications

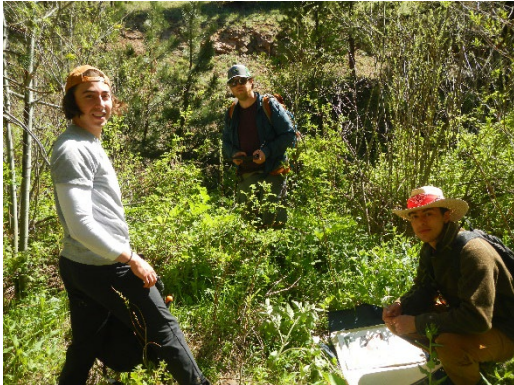
1. CSU Research Associate II or a completed bachelor's degree in botany, ecology, natural resources, range management, or related field and five years of experience conducting botanical or ecological field surveys collecting scientific data related to vegetation sampling, plant population abundance, phenology, and/or habitat assessment.
2. Experienced in using dichotomous botanical keys and extensive knowledge of the flora and ecological systems of Colorado or Western United States.
3. Ability to work both independently and with a team of diverse individuals, ability to maintain effective working relationships and be self-motivated.
4. Demonstrated organizational, time management, and problem-solving skills; ability to handle complex tasks with a high degree of accuracy and attention to detail.
5. Strong oral and written communication skills; proficiency with Microsoft Word and Excel.
6. Proficiency with navigation using GPS units, topographic maps, and navigation apps.
7. 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 pounds).
8. 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.
9. A valid driver's license is required.



Preferred Qualifications

1. A completed master's degree in botany, ecology, natural resources, range management, or related field and at least two years of experience conducting botanical or ecological field surveys collecting scientific data related to vegetation sampling, plant population abundance, phenology, and/or habitat assessment.
2. Experience working in habitats like the study areas including the Rocky Mountains and/or Great Plains.
3. Familiarity or experience with Natural Heritage Methodology and/or noxious weed management techniques.
4. Proficient with ArcGIS or ArcGIS Pro, electronic data collection with tablets, development of Field Maps projects and Survey123 forms.
5. Experience supervising field crews, technicians, or volunteers.
6. Experience driving 4x4 vehicles on rough roads and camping in remote locations.
7. Experience with writing grant proposals and managing budgets.

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



A statement of qualifications, resume, and references are required to apply (please include both phone number and email address for references). Please visit <https://jobs.colostate.edu/postings/122784> to submit materials; you must apply online.

Questions about the position can be directed to Botany/Vegetation Ecology Team Lead, Jessica Smith at jp.smith@colostate.edu.

First consideration of applicants will begin April 5, 2023. Applications will continue to be accepted until the position is filled or until April 19, 2023, 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.

As of August 16, 2021, Colorado State University has mandated vaccinations against COVID-19. Faculty and staff are required to submit their vaccine status or declare an exemption. More information about the vaccination mandate can be found [here](#).

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.