The University of Montana invites applications for Ecological Monitoring Crew Lead/Botanists for the Ecological Mapping, Monitoring and Analysis (EMMA) group at the O'Connor Center for the Rocky Mountain West.

Ecological Monitoring Crew Lead/Botanists will participate in implementing the Bureau of Land Management (BLM) Riparian and Wetland Assessment, Inventory, and Monitoring (AIM) strategy in Nevada and Idaho. This protocol focuses on collecting standardized inventory and monitoring data to determine condition and trends of target resources on BLM lands in the Western U.S. The Crew Lead/Botanist will lead 2 Technicians in collecting quantitative vegetation data using line-point-intercept, as well as detailed soils, hydrology, water quality, and surrounding land use data. Successful candidates will be trained by Wetland Ecologists from the Colorado Natural Heritage Program and the BLM’s National Operations Center to properly implement data collection procedures.

Crews work eight-day hitches: 10-hours/day, from Tuesday-Tuesday with a six-day break between hitches. All positions are field-based and require working and camping in isolated regions. Applicants should understand that this is physically demanding work. Crews often work and camp in inclement weather conditions, frequently navigating rough, unpaved roads in 4x4 vehicles, and carrying heavy loads (40 lbs) by foot over rugged desert and mountainous terrain. Sampling locations are occasionally near towns, but these towns often have few amenities or opportunities for entertainment. Cell phone service is limited in many areas. We ask seasonal staff to commit to the entire field season, practice safety awareness (including vehicle and COVID-19 safety procedures), and contribute to building a healthy, productive, and enjoyable work environment.

UM supplies all necessary monitoring equipment, including vehicles, to carry out the work. We provide some group camping gear (stoves, coolers) but individuals are responsible for their personal camping gear (tents, sleeping bags).

The University of Montana is an Affirmative Action/Equal Opportunity employer and has a strong institutional commitment to the principle of diversity in all areas.

Position Details

- Position is full time, 1.0 FTE, temporary (3.5 months) with the possibility of extension depending on project need
- Compensation for the position is $19/hour
- Benefits include $30.50/day, per diem for all travel days
This project is managed by Jennifer Jones

Principal duties
- Lead a field crew collecting data in a safe and efficient manner
- Pre-season site evaluation and access assessment
- Enter data using electronic field surveys
- Manage crew data collection and quality control of electronic data
- Identification of plants to species level using a dichotomous key
- Manage soil and vegetation samples
- Describe sites following established protocols
- Maintain good working relationships with crew members and managers
- Effectively represent UM to partners, information users, and landowners

Qualifications

Education and Experience
- A bachelor’s or master’s degree in botany, soil science, wetland ecology, natural resources management, or related subject.
- A minimum of two full field seasons collecting scientific data, specifically vegetation sampling, soil profile descriptions, water quality sampling, and/or other environmental data. Knowledge of wetland ecology and experience working in wetlands and/or riparian areas preferred.

Technical Skills
- Ability to identify the full suite of wetland plants to species in the field using a dichotomous key (e.g., Flora of the Pacific Northwest, Hitchcock and Cronquist), including challenging taxa (e.g., Salicaceae, Poaceae, Cyperaceae). Crews may encounter up to 90 plant species in a single plot, in various phenological states. Successful AIM sampling requires rapid and accurate field identification using dichotomous keys and meticulous documentation of unidentified plants.
- Familiarity with commonly accepted plant nomenclature and taxonomy.
- Familiarity with wetland plants of the Rocky Mountain and/or Intermountain West preferred.
- Experience with data entry and management using electronic devices.
- Experience following established field protocols to conduct sampling and field data collection. Previous experience working on a BLM Assessment, Inventory and Monitoring (AIM) crew, either Terrestrial or Aquatic AIM, preferred.
- Experience managing gear and equipment for a crew, lab class, team or other organizational unit.
- Demonstrated experience carrying out data management and data quality checks.
- Experience with aerial photography (Google Earth), navigating with a topographic map, and use of a GPS.
- Experience driving 4x4 vehicles on unpaved, rough roads. A valid driver’s license and clean driving record required for all positions.
- CPR/First Aid or Wilderness First Aid training preferred.

Professional Skills
• Experience supervising technicians, volunteers, or undergraduate students. Leadership in a volunteer or community organization, or in the military, can satisfy this requirement.
• Strong oral communication skills for professional interactions with UM staff and private landowners.
• Careful attention to detail and strong written and organizational skills to complete lengthy field forms.
• Ability to resolve interpersonal conflict during stressful situations.

Physical Requirements
• Willingness and ability to work irregular hours in harsh environments, travel extensively during the field season, spend multiple days car camping, and potentially backpack and hike long distances (up to 10 miles/day) while carrying a heavy pack (up to 40 lbs) over uneven terrain.
• Willingness and ability to maintain a positive attitude in field conditions that include exposure to inclement weather, hot or cold weather (30–110° F), rugged terrain, mosquitoes, and poisonous plants, all while maintaining a strong commitment to team safety required.
• Ability to dig soil pits (50cm deep)
• Willingness to work irregular hours in harsh environments and challenging weather conditions.

About UM and the Ecological Mapping, Monitoring and Analysis group
The University of Montana is flagship, research institution with approximately 10,000 undergraduate and graduate students. The Ecological Mapping, Monitoring and Analysis group (EMMA) is part of the O'Connor Center for the Rocky Mountain West, a regional studies and public education program. EMMA staff are engaged in mapping wetlands across the western US, including Alaska and in carrying out inventory and monitoring projects for federal state and tribal agencies.

To learn more about the University of Montana and Missoula, please visit the links below.

• University of Montana

Criminal Background Investigation is required prior to Offer of Employment.
In accordance with University policy, finalists for this position will be subject to criminal background investigations.

ADA/EOE/AA/Veteran's Preference.
Reasonable accommodations are provided in the hiring process for persons with disabilities. For example, this material is available in alternative format upon request. As an Equal Opportunity/Affirmative Action employer, we encourage applications from minorities, veterans, and women. Qualified candidates may request veterans’ or disabilities preference in accordance with state law.

References *References not listed on the application materials may be contacted; notice may be provided to the applicant.

Testing Individual hiring departments at UM may elect to administer pre-employment tests, which are relevant to essential job functions.

Employment Eligibility. All New Employees must be eligible and show employment eligibility verification by the first date of employment at UM, as legally required (e.g., Form I-9).
How to Apply

Application review will begin immediately and continue until the position is filled.

Please submit the following application materials via email to Jennifer Jones, jennifer5.jones@msou.montana.edu

*If possible, please combine all application materials into 1-2 documents (.pdf preferred)

- **Letter of Interest** addressing the stated qualifications for the position
- **Detailed resume** listing education and describing work experience
- Names and contact information (phone and email) for **three (3) professional references**
- **Transcripts** – **Unofficial transcripts will be accepted.**
- Answers to Supplemental Questions:
  - What is your preferred Base Location?
  - Have you applied for any other positions with the O’Connor Center for the Rocky Mountain West?

Job Locations
Missoula Montana, Elko Nevada, Twin Falls Idaho

Position Type
Full-Time/Temporary