



1835 Chicago Avenue, Suite C  
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(951) 780-1012  
Fax (951) 780-5893  
<http://www.sawatershed.org>

## **Job Announcement Multiple Species Habitat Conservation Plan Botany Taxa Lead**

### **Company Profile**

The Santa Ana Watershed Association (SAWA) is a 501 (c) (3) non-profit organization dedicated to the restoration and enhancement of the natural resources in the Santa Ana River watershed located in Southern California. SAWA collaborates with many local and regional stakeholders and resource agencies to affect large-scale, science-based habitat restoration, biological monitoring and endangered species recovery. The Biological Monitoring Program (BMP) of the Multiple Species Habitat Conservation Plan (MSHCP) for Western Riverside County is responsible for monitoring 146 covered species and associated habitats as outlined in the MSHCP. At this time, we are pleased to announce an opening for MSHCP Botany Taxa Lead. This is a full-time position with a Monday through Friday work schedule. Benefits include an S-125 medical plan with a \$700 monthly stipend; a retirement plan with 6% employer contribution; and paid leave following a six-month probationary period. The MSHCP BMP department fosters a talented, highly skilled and energized workforce. SAWA is an Equal Opportunity Employer that values diversity in the workplace.

### **Job Description**

The Botany Taxa Lead for the Western Riverside County Multiple Species Habitat Conservation Plan (MSHCP) Biological Monitoring Program will plan and participate in surveys for a wide variety of plant species and vegetation communities and will be specifically expected to oversee field crews conducting surveys for the rare plant species currently covered under the MSHCP. Working closely with the Monitoring Program Administrator, Biologist Supervisor, GIS Analyst, and Data Manager, the Botany Taxa Lead will be responsible for protocol development and implementation, data collection and analysis, and report writing, with the desired outcome of meeting species-specific Conservation Objectives. The Botany Taxa Lead will interact with staff from multiple agencies, including the Regional Conservation Authority (RCA), California Department of Fish and Wildlife, and U.S. Fish and Wildlife Service, as well as local land managers.

### **Primary duties include:**

- Plan, design and conduct biological surveys for covered rare plant species and native vegetation communities.
- Oversee field crews to ensure accurate and reliable collection of data.
- Assist with study design, including the development, testing and refinement of survey protocols using scientifically supported approaches.



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- Participate in, or lead, the training of field crews on data collection protocols and species identification.
- Coordinate with other Taxa Leads and conduct a variety of wildlife surveys as needed.
- Coordinate with personnel from other agencies and stakeholders on field activities, data collection, and site access.
- Coordinate with the University of California Riverside (UCR) Herbarium staff regarding submission of plant specimen as herbarium vouchers.
- Prepare field forms, coordinate gpx files, maps and field supplies for surveys.
- Prepare and maintain field equipment.
- Oversee data digitization procedures, and perform quality control checks of collected data.
- Perform data analysis using appropriate statistical methods.
- Write reports summarizing data.
- Operate 4WD vehicles, digital equipment, computers, and lab equipment. Expected to carry a 25–30 pound backpack.
- Attend meetings and training as appropriate.

#### **Basic Requirements:**

- Knowledge of: the flora of California (preferably southern CA); standard identification and survey methods, and monitoring techniques for sensitive plants (including threatened and endangered) and vegetation communities; procedures for collecting plant material.
- Proficient with botanical dichotomous keys.
- Ability to design sampling strategies and population studies for rare plants.
- Three to five years of field experience conducting biological surveys and collecting data on plants. A Master's Degree may be substituted for one year of the required field work.
- Ability to prepare plant specimen for deposit as herbarium vouchers.
- Experience and proficiency with Microsoft Office products and mapping programs that include ArcGIS and Google Earth and the ability to create gpx files for GPS navigation.
- Ability to communicate effectively and work collaboratively with a variety of groups and individuals.
- Ability to work cooperatively with others, and independently with little to no supervision.
- Ability to lead people in the field and to direct and provide oversight of office work.
- Ability to understand and follow oral and written directions, and complete complex assignments in a timely fashion.
- Ability to keep clear and accurate notes, tabulate and analyze data, and prepare reports.
- Ability to work long days, occasional evening and over-night shifts.
- Ability to work in remote locations under variable environmental conditions (e.g., rough uneven terrain, off-trail, seasonally harsh temperatures).
- Must complete training for, and be willing to use, Wilderness First Aid and CPR.
- Must maintain a valid California driver's license.



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**Education:**

Successful completion of a full four year course of study at an accredited college or university leading to a bachelor's or higher degree that included a major field of study in ecology, evolution, biology, botany, wildlife management or other closely related field. Completion of at least one course in statistics. A Master's degree is preferred.

**Supervision:**

The Botany Taxa Lead is a full-time hourly position that works under the direct supervision of the Biologist Supervisor.

**Compensation:**

Position Hiring Range: \$24.27 - \$25.48 (commensurate with experience)

Position Salary Range: \$24.27 - \$31.07

**Employment Requirements:**

- Valid state driver's license with current proof of driving record.
- Final candidate will be subject to a physical exam, drug screening test and background check.

**To Apply:**

E-mail (1) cover letter describing qualifications for the position and interest in SAWA (2) complete CV/resume, and (3) contact information (including phone numbers and e-mail addresses) of three references to: Jennette El Morsy at [jennette@sawatershed.org](mailto:jennette@sawatershed.org). Please include "MSHCP Botany Taxa Lead - *Your Name*" in the subject line. Or mail to: J. El Morsy, Santa Ana Watershed Association, 1835 Chicago Ave., Suite C, Riverside, CA 92507

**Application Deadline:** Open until filled. First round of application review begins **October 18, 2019**