



JOB ANNOUNCEMENT

Conservation Field Technician



Who We Are

Founded in 1989, The Laguna de Santa Rosa Foundation is a watershed-based nonprofit whose mission is to restore and conserve the Laguna de Santa Rosa and the surrounding watershed, and inspire public appreciation of this RAMSAR wetland of International importance. We collaborate with many stakeholders to restore and conserve the Laguna. The Foundation is involved in various vital efforts in the watershed through our partnerships, including restoring native habitats, invasive species, Sonoma County native plant propagation, and vernal pool stewardship. We focus on improving the environment for wildlife and people, and teaching about the Laguna in the classroom and at outings for all ages.

Our Conservation Science team is growing! Are you looking for a new opportunity to contribute to conservation and restoration of native plants and rare habitats? We are excited to announce that we are looking for a dedicated **Conservation Field Technician** to join our collaborative team. The ideal candidate is passionate about ecology, has excellent teamwork skills and ability to work independently.

The Conservation Field Technician (CFT) will work closely with the Conservation team to ensure the successful execution of Laguna Foundation conservation science initiatives, focusing on vernal pool habitat management and rare plant conservation and restoration. The CFT will play a vital role in conducting fieldwork, both independently and as part of a field team, encompassing various tasks such as vegetation management, surveying, monitoring, and invasive species control. This role demands a high level of familiarity with plant identification, reliability, initiative, ability to work independently and ask questions, and field safety competence.

Principle Duties and Responsibilities

Reasonable accommodations may be made to enable individuals with disabilities to perform the principal duties and responsibilities.

- Plant surveys and mapping of invasive species.
- Collection of monitoring data and data entry.
- Maintenance of livestock grazing infrastructure.
- Implementing invasive species management strategies, including plant identification, independently executing manual and mechanical methods, and occasional supervised use of herbicides.
- Occasional debris and trash removal associated with project sites.
- Maintenance of tools and equipment.
- Implementation of conservation-related seed amplification projects in the Laguna Foundation hoop house/nursery.

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- Habitat management of restored and/or preserved areas (mowing, weeding, planting).
- Contribute to the public's knowledge of the vernal pool and Laguna watershed ecosystems by participating in field trips or other community education events and contributing content to Laguna Foundation's online and print media.

The information in this job description is not an exhaustive list of the duties performed for this position. Additional duties may be assigned as needed.

Competencies

- Outstanding collaboration and teamwork capabilities.
- Ability to work independently.
- Excellent written and verbal communication skills.
- Effective organization and prioritization skills.
- Commitment to Organization's Mission and Values.

Required Education and Skills

To perform this job successfully, an individual must be able to satisfactorily perform each principal duty. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the principal duties and responsibilities.

- Bachelor's degree in Biology, Environmental Science, Natural Resource Management, or a closely related field or equivalent experience, such as Associate degree in Biology, Environmental Science, Natural Resources Management, or closely related fields plus two or more years of related work experience; **or** three (3) years of work experience in the principal duties and responsibilities list.
- Ability to read, write, and speak in English fluently.
- Proficiency with using Microsoft Office applications and Google Workspace.
- Familiarity with plant identification.
- Ability to perform physical tasks and labor outdoors in variable weather conditions.
- Proficiency in operating machinery, such as brush cutters, mowers, and other relevant equipment.
- Attention to detail and ability to follow directions and implement procedures.
- Demonstrated desire and passion to work in ecological or conservation sciences.

Desired Education and Skills

- Proficiency in the safe driving of full-sized work trucks and hauling trailer. Basic mechanical knowledge; confidence in operating, maintaining, troubleshooting, and repairing equipment and tools in the field.
- Knowledge of California fauna, flora, and ecosystems.
- Ability to read, write, and speak conversational Spanish a plus.

Certification, Training, or Security Clearance Requirements

If not already certified, the Laguna Foundation will provide employees with the following:

- Valid Class C Driver's License and clean driving record.
- CPR/AED Certified Training. Must complete training within 30 days of hire and every two years thereafter.
- Sexual Harassment Prevention Training. Must complete one-hour training within 30 days of hire.
- A criminal history and DMV record check is required before employment (post conditional offer).
- Mandated Reporter Training. Must complete training within 30 days of hire if not already completed.

Supervisory Responsibilities

- Interns and volunteers, occasionally at events.

More on next page.

Physical Requirements

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. While performing the duties of this job, the employee is regularly required to talk or hear; frequently required to sit and use hands; occasionally required to reach with hands and arms; must occasionally lift and/or move up to 70 pounds; specific vision abilities required by this job include close vision and ability to adjust focus; physical demands include operating machinery common in landscaping, writing/typing, use of computers, walking over uneven terrain 1-5 miles per day; attending meetings. While performing the duties of this job, the employee may encounter venomous arachnids such as spiders or ticks, poisonous plants such as poison oak, and wasps or bees.

Hours/Compensation

Part-time, 24 hours per week. General work hours occur between 7:30 a.m. and 4:00 p.m. 8-hour work days are required, preferably between Tuesday and Friday. Occasional Saturdays (2-3 per year) are required. Daily work schedules may occasionally vary with seasons and job site factors. Hourly pay range: \$20 - \$22. This is a part-time position eligible for employer-sponsored health, dental, and vision insurance, accrued vacation, paid sick leave frontloaded annually, paid holidays, two paid personal days; and participation in a 403(b) retirement plan.

Travel Requirements

Travel is primarily local during the business day; reliable transportation is required.

Organizational Mindset/Values

The successful candidate will be dynamic, possess integrity, be flexible, and be a creative team player. They will be driven by a passion for the sustainability of our natural environment and action-oriented change. They will thrive in situations involving multiple and diverse demands, adjust to changes in a growing organization, and be comfortable working in a team-oriented culture with an evolving non-profit fundraising environment. They will be strong connectors, build relationships with our stakeholders, and seek out new opportunities to connect with our community. They will be organized, detail-oriented, self-directed, and resourceful, with the ability to take initiative and follow-through on independent projects. They will demonstrate a commitment to diversity, equity, inclusion, and social justice through continuous learning, modeling inclusive behaviors, and proactively managing bias.

How To Apply

Please submit an email to jobs@lagunafoundation.org with “**Conservation Technician**” in the subject line or mail to the address below. Include your resume and the names and contact information of at least three professional references. A cover letter is recommended but not required. Do not submit a photo.

Apply Today! Applications will be accepted until position is filled.

Mail Resume to: Laguna Foundation, 900 Sanford Road, Santa Rosa, CA 95401
www.LagunaFoundation.org

The Laguna de Santa Rosa Foundation is an Equal Opportunity Employer. All employment decisions are made without regard to race, color, religion, gender, sexual orientation, gender identity/expression, national origin/ancestry, age, disability, marital or veterans status, or any other status protected by laws or regulations. We strive to employ a staff that represents the communities we serve and work in. All Genders, LGBTQ+, Black, Latinx, Indigenous, and People of Color are strongly encouraged to apply.