



SANTA BARBARA BOTANIC GARDEN POSITION DESCRIPTION

Habitat Restoration Technician

About the Santa Barbara Botanic Garden:

The Santa Barbara Botanic Garden's mission is to conserve California native plants and habitats for the health and well-being of people and the planet. Since the 1930s, staff members of the Garden have developed and maintained an intimate knowledge of the California flora, with an emphasis on the plants and vegetation communities of California's Central Coast and the offshore islands. Today, we take a comprehensive approach to its conservation from genes to ecosystems, with plant systematics, rare plant conservation, community ecology and habitat restoration functions. This allows us to more thoroughly tackle the conservation challenges of our day, such as habitat loss and fragmentation, invasive species, and climate change. This full time (40 hours per week), non-exempt position reports to our Applied Ecologist.

Overview:

The Restoration Technician supports the Garden's Conservation and Research department through a range of field and office work. Typical job duties will include the implementation and maintenance of restoration projects, including site preparation, seed collection, planting, weeding, and data collection; the coordination, leading, and management of volunteers, interns, and others in these activities; canvassing and working with local landowners and landscapers to remove invasive horticultural species and replace them with native plants; and the collection, entry, maintenance, and analysis of data.

Work performed in a typical week may include:

- Installing native plants through containers, cuttings, and seed
- Maintaining and watering installed native plants or cuttings
- Performing vegetation and brush management by hand pulling or safely operating hand tools, weed whackers, weed wrenches, and herbicides
- Safely applying pesticides using a backpack or handheld sprayer
- Cleaning and maintaining herbicide application equipment
- Leading volunteer groups (2 to 20 people) in seed collection, weeding, and seed cleaning activities
- Canvassing homeowners to discuss native plant gardening and the potential removal of invasive landscaping plants
- Collecting, entering, and/or analyzing data
- Clerical work: maintaining communication with partners, reading and writing reports

Essential Duties:

Field based work:

- Conduct installation and maintenance of ecological restoration projects, including planting, weeding, and watering;
- Conduct monitoring for native plant restoration projects, including identifying native and non-native plant species that occur in the vegetative communities of California;
- Conduct plant mapping and monitoring;

- Treat invasive plants using both manual methods (digging, pulling by hand or with tools, cutting, etc.) or herbicides (hand and/or backpack sprayers)
- Safely store, mix, and transport herbicides. Will be trained to safely handle herbicides;
- Collect unknown plant specimens using accepted protocols and techniques;
- Identify unknown plant specimens using dichotomous keys or herbarium collections;

Nursery and office-based work:

- Maintain legible and accurate work notes and records for use by supervisor or third party;
- Work with the Applied Ecologist, interns, and volunteers to coordinate and lead restoration stewardship events;
- Assisting with group facilitation and leading volunteers;
- Advertising and coordinating restoration volunteer events;
- Talking with landowners and landscapers respectfully and listening actively about landscaping, removing invasive species, and native gardening;
- Using a variety of computer programs including Geographic Information System (GIS) software to compile, and report data and other resource management information

Knowledge and Abilities:

We know there are many pathways, experiences, and backgrounds that add value and skill to one's work and recognize that studies have shown that women and minorities often do not apply for positions where they don't meet all of the preferred skills and experience. We encourage applicants to apply even if their experiences do not match perfectly with those listed below, and to explain in their cover letter how their prior experience is relevant to this position.

- Ability to follow instructions, work in a team, and work independently as needed
- Identification of common native and invasive plant species of Southern CA
- Ability to perform arduous duties (ability to lift 50 pounds), work outside, and hike up to several miles per day over rough terrain in year-round conditions
- Experience in landscape maintenance, nursery work, habitat restoration, or equivalent fields
- Strong written and verbal communication skills and ability to communicate politely and effectively with landowners and landscapers
- Strong organizational skills
- Operation of mechanical equipment, including augers, brush cutters, mowers, etc.
- Qualified Applicator Certificate (QAC) or Qualified Applicator License (QAL); and/or knowledge of safe herbicide application techniques
- Experience operating 4x4 vehicles
- Experience and familiarity with Microsoft office software (Outlook, Word, Excel, PowerPoint), and willingness to learn new software as necessary
- Willingness and ability to work cooperatively with peers at the Garden and other institutions

Minimum Qualifications and Experience:

- Bachelor's degree from an accredited four-year college or university in biology, ecology, botany, environmental science, conservation biology, or closely related area **OR**

- Associate's degree in biology, ecology, botany, environmental science, conservation biology, or closely related area and one or more years of relevant full-time experience **OR**
- Three or more years of relevant full-time experience

Certificates and Licenses:

- Must have valid California Driver License and maintain an acceptable driving record

Physical Requirements:

- Must be capable of occasional strenuous physical work including:
- Working long field days in up to 12 hours per day, including multi-day overnight camping trips
- Sitting for up to 2 hours at a time and using a computer for lengthy periods
- Standing/walking for extended periods of time
- Bending, squatting, walking stairs, and hiking rugged trails with uneven footing
- Safely lifting and carrying 40 lbs.
- Tolerance of an outdoor work environment. Exposure to indoor and outdoor environmental conditions, including temperature fluctuations, rain, dust, allergens, poison oak, insects, wild animals, and sun exposure

Compensation

\$19-\$23/hour, depending on experience

Expected Timeline

An ideal candidate for this position will be available to begin work in January 2022.

Interested applicants should apply via our website:

<https://recruiting.paylocity.com/recruiting/jobs/All/4f43a30f-d670-4637-b940-196312db5039/SANTA-BARBARA-BOTANIC-GARDEN-INC>