JOB ANNOUNCEMENT

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<thead>
<tr>
<th>JOB TITLE:</th>
<th>Plant Ecologist - Western Region</th>
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<td>JOB LOCATION:</td>
<td>Preference is to locate this position at a home office, with easy access to a major airport in California (especially near Sacramento, the Bay Area, or the San Joaquin Valley) or Western Washington (Puget Sound region). For the right candidate, we may consider additional location options.</td>
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<td>JOB START DATE:</td>
<td>No later than January 30, 2017</td>
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WHO ARE WE?
The Xerces Society is a growing nonprofit organization dedicated to protecting wildlife through the conservation of invertebrates and their habitat. Our methods focus on advocacy, education, scientific analysis, and applied research to defend invertebrates such as bees, butterflies, mollusks, and dragonflies. Established in 1971 and based in Portland, Oregon, the Society is at the forefront of invertebrate protection worldwide, harnessing the knowledge of scientists and the enthusiasm of citizens to implement conservation programs. We take action by protecting endangered species and their habitat, producing ground-breaking publications on insect conservation, training thousands of farmers and land managers to protect and manage habitat for beneficial insects, and raising public awareness about the invertebrates of forests, prairies, deserts, creeks, wetlands, and oceans.

WHAT YOU’LL BE DOING:
You’ll be joining a growing team of professionals working to conserve some of the world’s most important animals. Under the direction of the Pollinator Conservation Program Directors, and working closely with other members of the Pollinator Conservation Program, this position will:

- Develop and consistently improve habitat restoration methodology in California and the Pacific Northwest;
- Provide regular habitat restoration technical support to other Xerces staff, clients, and partner organizations;
- Source native plant materials for restoration projects;
- Foster native plant materials production with nursery and native seed industry partners;
- Support Xerces’ partners with science-based advice and consulting on restoration practice, seed sourcing and other aspects of habitat restoration.

The Xerces Society manages the largest and most advanced pollinator conservation program in the world and we offer unparalleled career opportunities for participating in some of the most cutting-edge wildlife conservation happening today.

ESSENTIAL JOB FUNCTIONS AND RESPONSIBILITIES: Working closely with other members of the Xerces Pollinator Conservation Program, the Western Region Plant Ecologist will:

- Plan and implement pollinator habitat restoration and enhancement projects by:
  - Building and maintaining partnerships with farmers, major food companies, and government agencies;
o Providing project partners with guidance on site preparation, plant establishment, and ongoing maintenance;
o Designing planting plans focused on locally native species;
o Sourcing ecologically appropriate plant materials for projects;
o Work hands-on to establish native wildflowers and grasses through direct seeding and the use of transplants.

• Prepare project progress reports for the Xerces grant team.
• Respond to requests for information from Xerces Society team members, farmers, clients, natural resource agencies, and the public about ecologically sound approaches to planting pollinator-attractive plants.
• Expand the market for native seed by promoting its use in state, federal, and private conservation initiatives.
• Conduct collaborative research and development with the native seed industry, including:
  o Maintaining and building relationships with native plant nurseries across the West;
  o Consulting on issues such as stand management, harvesting and seed cleaning methods, and pest and disease management.
  o Developing regionally appropriate pollinator conservation seed mixes, and seed mixes to support other beneficial insects;
• Work with Xerces communications team to keep website resources updated.
• Represent the Xerces Society at professional conferences and local meetings and communicating the work of Xerces Pollinator Conservation Program through oral and/or poster presentations.
• This job will require travel to locations across the U.S. (especially on the West Coast), and daily communication with a remotely based supervisor and co-workers.

REQUIRED KNOWLEDGE, SKILLS, AND EXPERIENCE:
The successful candidate for this position will have 1) a strong knowledge of native plant and pollinator ecology across the West Coast, 2) a track record of native plant restoration, especially in highly altered landscapes, and 3) experience with native plant nursery operations. The candidate must have exceptional written and verbal communication skills, and be capable of organizing meetings and presenting information to high-level stakeholders.

QUALIFICATIONS:
• A Bachelor’s degree (Master’s degree strongly preferred) in agronomy, ecology, botany, conservation biology, entomology, or natural resource management, or 3–5 years’ experience in restoration and plant materials science, and/or an equivalent combination of education and experience.
• A general understanding of the role of pollinators and beneficial insects (especially native bees) in agro-ecosystems.
• Ability to manage complex or multiple projects.
• Ability to synthesize, interpret, and communicate complex scientific information in a way that will influence conservation and habitat restoration practice.
• Ability to develop and give engaging presentations to audiences of more than twenty adults.
• Ability to communicate professionally with a wide variety of people.
• Ability to manage time and diverse activities under deadlines, while delivering quality results.
• Ability to work independently on assigned tasks.
• Working knowledge of common software applications (e.g. Word, Excel, PowerPoint, Web applications).
• Current driver’s license and good driving record.
• Legal authorization to work in the United States at time of hire.

ADDITIONAL DESIRABLE QUALIFICATIONS:
• An understanding of bee-pollinated crop systems.
• Experience with diversified cover crop systems,
• Understanding of USDA conservation programs.
• Prior entrepreneurial experience (of any kind).
• Background in marketing and negotiating professional consulting services.
• A good sense of humor.

PHYSICAL REQUIREMENTS:
• Occasionally lift and move supplies, materials, equipment weighing up to 40 pounds.
• Frequently traverse across agricultural roads and fields, unpaved roads and walkways, and
unimproved trails for periods of 8 hours.
• Drive vehicle for periods of up to 8 hours.
• Work in the field under potentially adverse weather conditions.

STATUS AND COMPENSATION
$18.27-$21.63 per hour (approximately $38,000- $45,000 annually), commensurate with experience.
Non-Exempt/Hourly.
Position is a regular, full-time position, scheduled to work ~40 hrs./week.

BENEFITS: This position includes a generous benefits package: eleven paid holidays, paid time off, paid
health and disability insurance, option to participate in a pre-tax flexible spending account for medical
and dependent care expenses, participation in a 401k retirement program upon eligibility and a flexible
work environment. If based at the Portland headquarters, there is an additional public transportation
benefit.

TERMS: The Xerces Society is an at-will employer. Nothing in this job description restricts
management’s right to assign or reassign duties and responsibilities to this job at any time.

MORE INFORMATION: The Xerces Society is an equal opportunity employer committed to workforce
diversity. For more information on the Xerces Society and our programs, please see our website,
www.xerces.org.
APPLICATION: Individuals interested in this position should e-mail a cover letter, resume, and the names and contact information for three references as a single attachment in MS Word or Adobe PDF. Address the subject line of your email to “Western Region Plant Ecologist”, and send to: careers@xerces.org

APPLICATION DEADLINE: November 23, 2016

APPLICATION FOLLOW UP: Unfortunately, due to the volume of communications we are unable to respond to individual applicants inquiries. We ask that applicants do not contact our office via phone or email about their application. You will be contacted if selected for an interview. All applicants will receive email notification once position is filled.