

Employment Opportunity
Research Technician

June 2018

Position Title: Research Technician
Status: Full-time/Hourly/Non-exempt
Reports To: Conservation Science Manager
Supervises: Volunteers and Interns
Compensation: \$24-27/hr
Timeline: Open immediately and until filled

Overview: Pepperwood is seeking a **Research Technician** to support the science programming of the Pepperwood Foundation. Pepperwood is a 501(c)3 nonprofit organization with a mission to advance science-based conservation throughout our region and beyond. Pepperwood owns and operates a 3,200-acre preserve in Sonoma County dedicated to ecological research and education. The Dwight Center for Conservation Science, a 9,400 square foot LEED-certified green building, provides the base for Pepperwood's program delivery. Pepperwood works with researchers from around the world to address challenges facing land and water managers today and we translate results into educational tools and practical solutions for our community. Pepperwood is a place where science and community come together to solve today's most pressing environmental challenges. Our goal is to ensure that humanity thrives together with a vibrant natural world. Please learn more about our programs at www.pepperwoodpreserve.org.

Job Summary: The **Research Technician** will serve as a key member of the organization's Research and Preserve Management (RPM) team. This position supports Sentinel Site climate-ecosystem monitoring and ecological restoration projects via general data collection, management, visualization, and analysis support. Key responsibilities include environmental sensor hardware and software maintenance, manual and automated data collection, geospatial mapping and quantitative analysis. Additional tasks include general technical support for the RPM team as a whole. Tasks may also include data or field support for regional collaborations and our visiting scholars. This position reports to the Conservation Science Manager and may occasionally supervise volunteer, intern, or citizen scientist field crews and data analysts.

The successful candidate will ideally have a solid quantitative academic background grounded in environmental sciences or engineering. They will enjoy working with tools, machines and software, and be both detail-oriented and technologically savvy. They should thrive working both in groups and independently, be able to conduct routine tasks carefully, yet be curious

and capable when it comes to learning new methods and technology, and share our team's unshakeable passion for the environment. This is an ideal position for someone interested in getting hands-on experience conducting climate change research and supporting science-based nature conservation.

Essential Functions:

- Maintain on-site climate monitoring equipment and data streams including weather stations, stream gages, fog sensors and other environmental sensors.
- Implement key data management tasks supporting ground-based and remote sensors, including maintenance of data logger hardware and software, and related download, and upload routines.
- Support data and field needs of ecological monitoring and research projects including rangeland, forest, and wildlife monitoring.
- Maintain and update the Geographic Information Systems database for the preserve, and conduct basic field mapping and analysis.
- Support data "lifecycle" protocols for data management, implement protocols for data documentation and cataloging/storage/distribution of preserve data, and conduct routine temporal and spatial analyses.
- Write clear and succinct technical summaries of tasks and outputs, as assigned.
- Communicate clearly and professionally with staff, partners, and visiting researchers to assist with coordination of data management and data acquisition needs.
- Stay apprised of updates or advances in applied methods to keep Pepperwood protocols current, and be able to conduct internet and library-based research as needed.
- Develop and implement task management plans under supervision of project managers.
- Provide general support for regional convenings, education and outreach activities as needed.
- Participate in program and organization meetings as key member of Research and Preserve Management Team and other committees as assigned.
- Demonstrate excellent teamwork in all interactions with staff, volunteers, partners, and public and be able to work independently but ask for help when needed.
- Serve as an ambassador of Pepperwood to our members and the public.

Essential Requirements: Four years combined academic or practical experience in a related field, such as environmental science, engineering, or natural resources. This could consist of a

four-year degree that includes hands-on experiential learning, or a two-year degree with a minimum of two years experience in a similar professional position.

- Mastery of Microsoft Office including Word, Excel, PowerPoint and Access
- Experience with computer mapping tools, including GPS units, GIS/ESRI software, spatial file management, map queries and analysis, and basic cartography
- Experience with data management, including use of metadata, databases, upload and download procedures, hardware and cloud-based storage and cataloging
- Experience with data analysis, visualization, and statistical tools
- Excellent verbal and written communications skills
- Ability to work on tasks independently yet seek guidance when needed
- Flexibility to perform in a team setting and adjust to changes in assignments as needed
- Experience with a variety of hand tools and tool and hardware maintenance
- CA Driver's license and good driver's record
- Availability on occasion to work weekends and evenings

Non-essential requirements:

- Spanish speaker
- Current CPR and First Aid certification
- Class B drivers license
- Wilderness First Aid certified

Work Environment: Central office with cubicle work space: temperate climate, office lighting, and computer workstation. Remote field locations on preserve: uneven terrain, limited vehicle access and cell phone reception, sometimes solitary. Local travel may be required upon occasion.

Physical Requirements: For administrative and management duties: continuous sitting, fine finger movements, and visual capacity to work with computer station. For field work: ability to hike 8 miles in varying terrain; perform manual labor in hot sun, cold; or precipitation; lift up to 80 lbs, visual capacity to use binoculars and GPS unit. Familiarity managing hazards including ticks, poison oak and rattlesnakes. Ability to safely drive preserve vehicles

To Apply : Please email your resume, cover letter, and three references with contact information to pepperwoodpreservehr@gmail.com with the subject line: *Research Technician*. Position will be open until filled. Pepperwood is an equal opportunity employer and prohibits unlawful discrimination based on race, religion, color, sex, age, or marital status.