



Midpeninsula Regional Open Space District
JOB ANNOUNCEMENT
Ecologist
(Resource Management Specialist II or III*)

RMS II Annual Salary Range: \$93,138-\$116,328

RMS III Annual Salary Range: \$105,253-\$131,428

* Midpen determines hiring level depending on qualifications
and is seeking to hire at the Resource Management Specialist III level

Deadline to Apply: July 24, 2022

Do you have a passion for protecting and preserving open space? Midpeninsula Regional Open Space District (Midpen) is seeking a skilled and motivated Ecologist/Botanist to join our team of resource management professionals working to protect and restore the natural environment within Midpen's land in the Santa Cruz Mountains and the San Francisco Peninsula. In addition to regular field work, the ideal candidate will also bring strong communication, project management, and collaboration skills to the position.

About Midpen: Midpen helps plants, animals and people thrive throughout the greater Santa Cruz Mountains region by preserving a greenbelt of more than 65,000 acres of public open space with 250 miles of trails in 26 extraordinary preserves, permanently protected for natural resource conservation and ecologically sensitive public enjoyment and education. Midpen is a public agency with a focused mission that guides our work, and where every employee makes an impact. If you are looking for an outstanding opportunity to contribute to the legacy of open space protection, natural resource restoration and outdoor recreation, working with an incredible team of like-minded colleagues, we invite you to apply for this position! Check out the [Working for Midpen video](#) on our Employment Opportunities page.

About the Position: The incumbent will be a part of a cohesive team of 14 in the Natural Resources Department, which is part of the Visitor and Field Services business line. Midpen aims to recruit and retain employees who embody professionalism, accountability, and respect, who value working in a purpose-driven agency that aspires to contribute to an inclusive, diverse and equitable community.

The key function of the Natural Resources Department is to protect native plants and animals, sensitive natural communities, clean water, healthy soil, cultural resources, and restore natural habitat. We are seeking an Ecologist/Botanist to oversee Midpen's ecological sensitive vegetation management programs and support its mission and continued growth of a preserve system in the San Francisco Bay area. Ecologically sensitive vegetation management is primarily focused on maintaining and improving high biodiversity and ecological health on the landscape. Midpen's land management practices include vegetation management to improve native species habitat, reduce wildland fire risk and hazards, maintain patrol routes, and recreational facilities (e.g., parking lots and trails).

The ideal candidate has a strong background in biology/ecology; experience applying IPM principles in the management of invasive, weedy and flammable plants and pest animals in natural park environments and facilities; possesses excellent judgment and proactive problem-solving skills; has the ability to successfully collaborate with field staff, contractors, and biologists; and is able to clearly communicate with the public. The successful candidate has a working technical knowledge of a wide range of vegetation management techniques, including low toxicity pesticides; pesticide alternatives; measures to protect the health of people and the environment; techniques for inventory, monitoring, analyzing and reporting; and is accustomed to working independently and exercising sound judgment.

This position oversees the Midpen's IPM Program and Wildland Fire Resiliency Program; advise and monitor field and office staff and contractors on vegetation management; lead a multi-department team in reviewing and setting priorities for all vegetation management activities on approximately 65,000 acres according to Midpen policy; train staff in ecologically sensitive vegetation management and safety; conduct field inspections; recommend appropriate treatment methods; monitor work; and report on progress of the program to the General Manager, Board of Directors, and public.

The position is responsible for leading and assisting on other natural resource projects in the department. This position requires familiarity with identification of plants, pests and sensitive environments, safety, monitoring, databases, GIS mapping, regulations, project management, hiring and oversight of contractors, and report writing. Must have, or be able

to obtain, a California Pest Control Advisor license, Qualified Applicator License, or Qualified Applicator Certificate within one year of hire date. Additional requirements include: PC and MS Office Suite proficiency; excellent oral and written communication skills; and strong interpersonal skills. For additional information, see the description of Midpen's [Integrated Pest Management Program](#) and [Wildland Fire Resiliency Program](#) on our website, [Openspace.org](#).

The **Resource Management Specialist II** supports the Senior Resource Management Specialist and works in collaboration with other staff to facilitate complex projects. The Resource Management Specialist II may directly manage smaller projects and does not have any supervisory responsibilities. This is a non-exempt/hourly position.

The **Resource Management Specialist III** has broad, technical experience with natural resources, is self-directed, and works independently managing complex large-scale projects. May supervise other staff biologists, including interns. This position reports to the Senior Resource Management Specialist and is an exempt/salaried position.

Work Environment The Resource Management Specialist works in the Natural Resources Department at Midpen's offices in Los Altos, California. The Resource Management Specialist will regularly report to the field (40%) in addition to producing required reports and reviewing data (60%). Field work will require driving in remote areas on dirt roads, working in temperatures ranging from cold and windy to hot and dry, and hiking through steep terrain and wildland areas. Ideal candidates will be comfortable working in these types of field conditions, as well as in an office environment.

Required Education & Experience *Any combination of training and experience that would provide the required knowledge, skills, and abilities is qualifying. A typical way to obtain the required qualifications would be:*

Resource Management Specialist II

Equivalent to graduation from an accredited four-year college or university with major coursework in ecology, biology, wildlife, or a related field, and three (3) years of increasingly responsible experience in evaluating, surveying, or monitoring of natural resource systems. Experience and/or education with botany and/or forestry is desirable.

Candidates should possess the following qualifications:

- Knowledge of plant taxonomy and natural community ecology;
- Experience conducting botanical field surveys, or experience conducting such botanical field surveys under the direction of an experienced botanical field surveyor;
- Familiarity with federal, state, and local statutes and regulations related to plants and plant collecting.

Resource Management Specialist III

Equivalent to graduation from an accredited four-year college or university with major coursework in environmental design, natural resource management, ecology, biology, geology or a related field, and three (3) years of increasingly responsible experience in natural resource management preferably in parks, open space, or related field, including at least one (1) year of supervisory and administrative responsibility. Experience and/or education with botany and/or forestry as well as a master's degree is desirable.

Candidates should possess the following qualifications:

- Knowledge of plant taxonomy and natural community ecology;
- Experience conducting botanical field surveys;
- Familiarity with federal, state, and local statutes and regulations related to plants and plant collecting.
- Experience analyzing the impacts of projects on native plant species and sensitive natural communities.
- Familiarity with plants of the region, including special status plants;
- Familiarity with natural communities of the region, including sensitive natural communities;
- Experience with Survey of California Vegetation Classification and Mapping Standards;
- A Master's Degree is desirable.

Licenses & Certifications Required: Possession of a valid California Driver's License. The Resource Management Specialist must have or be able to obtain a California Pest Control Advisor license, Qualified Applicator License, or Qualified Applicator Certificate within one year of hire date.

Benefits Midpen provides a competitive benefits package including health, life and disability insurance, CalPERS pension and paid leaves. Detailed information is available on the [Benefits](#) page of our website.

How to Apply:

A note to applicants who currently live outside of the San Francisco Bay Area: before committing to the application process, and if you haven't done so already, we suggest evaluating the feasibility of relocation. We recommend researching the cost of living in the San Francisco Bay Area, the cost to relocate, and typical commute times to Los Altos from outlying areas.

Ready to apply? Great! We welcome your application online via [CalOpps.org](#).

The deadline to apply is July 24, 2022 (To avoid missing email communication about this recruitment, add mpropenspace@calopps.org to your contacts or list of safe senders.)

The following four application items are required to be considered for the position:

1. Fully completed CalOpps employment application*
2. Resume
3. Cover letter
4. Supplemental question responses

**Incomplete CalOpps employment applications, or applications without the required application items listed here, will not be considered for the position.*

Recruitment Timeline:

(dates are subject to change)

First Interview (virtual): August 11, 2022

Written Exercise (virtual): August 15, 2022

Second Interview/Field Exercise (in person): August 17, 2022

Estimated Start Date: September 2022

Midpeninsula Regional Open Space District is an Equal Opportunity Employer

Applicants with disabilities may request reasonable accommodation by contacting the Human Resources department at 650-691-1200.

Put your passion for Open Space to work!