



**SANTA LUCIA
CONSERVANCY**
Conservation Ecologist
July 2021

The Santa Lucia Conservancy (Conservancy) is a 501(c)(3) non-profit land trust incorporated in 1995 to steward and protect the ecological integrity of the Santa Lucia Preserve within the Santa Lucia Mountain Range in Carmel, California. We are dedicated to advancing the art and science of conservation-compatible development through adaptive land management, conservation easement stewardship, ecological research, and environmental education programs.

The Conservancy actively manages 18,000 acres of contiguous lands within the 20,000-acre Santa Lucia Preserve to protect and enhance their extraordinary ecological values. Approximately 10,000 acres, 50% are owned by The Conservancy and approximately 8,000 acres, 40%, are owned by individual landowners and managed through conservation easements held by the Conservancy.

The Conservancy works with a variety of academic and environmental partners to conduct and promote land management and ecological research to increase our understanding of the interactions between human communities and the natural environment.

Position Summary

The Santa Lucia Conservancy is seeking an experienced full-time wildlife ecologist with a strong foundation in applied conservation ecology and climate change scenarios to develop and lead biodiversity monitoring protocols, manage and develop institutional partnerships, engage in outreach, and advance the mission of the Conservancy. Duties of this position will include but are not limited to: monitoring and studying California tiger salamander, California red-legged frog, Smith's blue butterfly, tricolored blackbirds, grassland birds, raptors and habitat management and change over time.

A key member of a small, high-energy and multidisciplinary team, the Conservation Ecologist will guide and implement biological monitoring efforts and evaluate and provide valuable input on the Conservancy's biodiversity conservation and land management programs. Working in a collaborative work environment, this position requires broad field-based skills and knowledge including field research design and implementation, wildlife handling, species identification, habitat assessment, climate change, and GIS analysis and outputs. This position also requires the continuation and advancement of long-term wildlife monitoring programs, quantitative

analysis of long-term ecological and spatial datasets, presenting to a variety of audiences and producing technical reports and peer-reviewed publications.

Successful candidates will have a demonstrated track record of developing and successfully implemented biodiversity monitoring/research projects, peer-reviewed publications, supporting progressive land management techniques and a passion for hands-on biodiversity conservation.

Reporting to the Director of Ecological Management, the Conservation Ecologist conducts field research, manages contracts, proactively builds partnerships, and collaborates with other institutions. This position requires comfort communicating to a variety of audiences, including, but not limited to scientists, volunteers, and the general public. This position has no staff supervision duties, but will be expected to manage contractors, student interns/volunteers, and academic partners on specific projects.

Primary Duties

- Contributes to, develops and manages the Conservancy's biological monitoring and field research activities, including partnership endeavors with local universities, neighboring land managers, as well as State and Federal agencies. Current research and management priorities include California native perennial and naturalized annual grasslands management, tricolored blackbirds, California tiger salamander, California red-legged frog, Smith's blue butterfly, grassland birds and raptors.
- In direct support of the Conservancy's conservation goals and strategies, conceives of, designs, implements, tests and reports on specific hypothesis-based scientific field projects that sustain biodiversity, abate threats to, and increase our understanding of, the Preserve's Protected Values.
- Implements approved strategies and protocols to abate known threats to the Preserve's Protected Values and people including habitat decline, wildfire, trespass, emerging pathogens and invasive species.
- Designs and manages Citizen Science activities focused on conservation priorities.
- Provides technical assistance, scientific advising and implementation support for easement stewardship, ecological management, human-wildlife conflict and other Conservancy activities.
- Maintains currency in required USFWS and CDFW research permits (Conservancy will assist in acquiring permits as needed).

Other Responsibilities

- Presents Conservancy's scientific findings, methods, and views on ecological management and restoration in scientific forums and community/public gatherings.
- Provides guidance and interpretation to Preserve community regarding wildlife interactions/needs.
- Responds to landowners' requests for information or consultation on natural resources.

- Supports Conservancy community engagement events with Preserve members and non-Preserve entities.
- Maintains a friendly, professional demeanor in all settings.
- Works closely and collaboratively with entire Conservancy Team.
- Develops and sustains positive relationships with government agencies, academic institutions, volunteers, other organizations, and local communities.
- Assists the Director of Ecological Management with risk evaluation and mitigation to the Conservancy and The Preserve including wildfire, trespass, climate change and non-native species.

Qualifications

- Advanced degree in ecology, wildlife management, conservation biology or another biological or ecological science with a focus on applied landscape-related conservation issues.
- A minimum of three years' experience in applied ecological field research, resource management or a related research field.
- Demonstrated success with database management, quantitative statistical data analysis and GIS.
- Demonstrated experience designing, implementing, and publishing results of field research projects for scientific and general audiences.
- A publishing track record of two or more peer reviewed ecology papers.
- Strong natural history and botanical field identification skills and a willingness and ability to develop expertise in California grassland ecology.
- Well-developed and demonstrated communications, diplomacy and project management skills.
- Demonstrated versatility and innovation in applying conservation science priorities in alignment with an organization's mission and resources.
- Proven ability to network and maintain productive partnerships.
- Experience communicating with a variety of audiences.
- Wildlife handling and/or bird banding expertise and/or experience with rangeland management and conservation grazing a significant plus.
- A sense of humor and appreciation for the inherent quirkiness of both nature and people.

Preferences

- Self-directed problem solver. Motivated to find solutions to issues that may arise.
- Strong team player. Eager to collaborate, brainstorm, and contribute to larger Conservancy goals and activities. Exemplifies and builds a team approach and atmosphere.
- A demonstrated commitment to excellence, life-long learning and creative problem-solving
- Highly organized and self-governing, with demonstrated project and time management skills.

Working Conditions/Physical Effort

- Significant field work, occasional highly physical work and/or adverse working conditions in remote locations, long hours during peak field season(s), weekend work from time to time.
- Driving and hiking in uneven terrain and working comfortably for extended periods in rugged outdoor conditions, including occasionally lifting and carrying at least 40 pounds are required.
- Capacity to handle complex tasks under pressure and under time constraints.
- Ability to work in variable weather conditions, remote locations and often in physically demanding circumstances.
- Valid driver's license, safe driving record and current insurance. A company vehicle will be available for work use.

This is a full-time, exempt position. Competitive compensation package commensurate with experience and requisite knowledge, skills and abilities.

Company Benefits: Includes health, dental, vision, FSA, life insurance, 401(k) with employer match, paid holidays, vacation, and sick time.

How to apply

Please submit your application in **one** PDF format by **Friday, August 13, 2021** to Susan Giles, Director of Business Operations at sgiles@slconservancy.org. Applications should include:

- Cover letter describing your skills and personal connection to land conservation.
- Resume and salary requirements.
- Up to three personal and/or professional references.
- One to three writing samples that you believe showcase your qualifications for this position (excerpts from reports or peer-reviewed ecology papers).

No phone calls, no walk-ins, no recruiters.

The Conservancy is committed to a policy of equal opportunity without regard to race, color, religion, gender, gender identity or expression, age, sexual orientation, national origin, ancestry, disability, military status, or genetic information in employment. Application by members of all underrepresented groups is encouraged. Hiring is contingent upon eligibility to work in the U.S.

This job description does not constitute an employment agreement between employer and employee, and is subject to change by the employer, as the needs of the employer and requirements of the job changes.