



Biological Crew Lead Position Announcement

Duration: Late May/mid-June through mid/late September

Status: Seasonal, full-time, 1.0 FTE

Compensation: \$17-\$20/hour, commensurate with experience

Benefits: None

Housing: None

Location: Headquartered in Hines, Oregon

About the Organization: High Desert Partnership is a nonprofit organization with a dedicated Board of Directors along with a team of seven permanent staff based in Harney County. We are in the business of bringing people together to find common ground in addressing rural challenges and opportunities. By working together we've found practical ways to tackle some of our community's hardest challenges - restoring forests and wetlands, mitigating wildfire, creating opportunities for youth, and growing our local economy. We value building trusting and genuine relationships with diverse partners. We are grassroots and growing and seek candidates with adaptability and resilience.

About the Job Location: Harney County is the largest county in Oregon located in the far southeastern area of the state where about 75% of the land base is publicly managed. The county is home to the Malheur National Wildlife Refuge, the Steens Mountain Wilderness, the Alvord Desert, and the Southern Malheur National Forest. This position will be stationed in the field, covering assigned areas in and adjacent to Harney County. Travel in throughout the county and surrounding areas will be required.

Why We Need You: High Desert Partnership is committed to science-based adaptive management and supporting collaborative work occurring in Harney County in rangelands, wetlands and forests to address ecosystem problems from increased wildfire caused by exotic annual grass invasion to the declined aquatic health of Malheur Lake. You will be leading a crew implementing vegetation monitoring activities to gather data for adaptive management decisions. We are looking for a leader who possesses a strong understanding and expertise in ecologically-based land management practices in multiple ecosystems, possesses experience directing the work of others, can work independently, and is able to report progress in a timely and accurate manner.

Position Purpose: We seek a full-time, seasonal Crew Leader who will supervise technicians conducting vegetation monitoring in Harney County and adjacent areas. Crews will monitor potential wildfire control lines, collect plant species composition data and report on other information as needed. Technicians will gain experience with vegetation monitoring protocols, use various types of sampling equipment and network with our partners - staff from agencies, private landowners, and other non-profit organizations.

Position Details: Fieldwork will generally take place Monday-Thursday, 10-hour workdays, not to exceed 40 hours/week. The work is performed in an outdoor environment that ranges from very cold and wet, to very hot and dry. The position requires physical exertion over very steep, wet, muddy, slippery, rough, uneven and rocky surfaces in areas with abundant mosquitos and other insects. Crews will be required to camp overnight in remote locations with limited services for some projects. This position also requires bending, crouching, stooping, stretching, reaching, lifting heavy objects 50lbs or less and similar activities.



Duties: Flexibility in assigned tasks is a must for this position as work is influenced by weather conditions and shifting priorities. Training in all protocols will be provided. Below is a general list of duties Crew Leads may be asked to perform:

Leadership (25%):

- Lead crew in field settings
- Organize and start crew each day
- Monitor progress of projects and analytics

Fieldwork (65%):

- Navigate to remote field sites using GPS, maps, compass and other navigation procedures
- Drive for extended periods of time on rough 4WD roads to access field sites
- Follow detailed field protocols
- Conduct line-point intercepts to measure vegetative foliar, basal and ground cover
- Identify rangeland, forest and wetland plants to species using provided training and plant identification guides
- Use linear monitoring applications to measure forest fuels
- Clip and weigh above-ground plant biomass
- Assist collaborative partners with other monitoring projects (as needed)

Office Work (10%):

- Enter data using Microsoft office applications and Google Drive in an office environment
- Write progress reports on ongoing projects

Qualifications: Preference will be given to applicants who have past management experience, and to those who have or are pursuing a degree in a biological sciences- or natural resources-related field (e.g., botany, ecology, or rangeland management). Qualified candidates will:

1. Have experience or training in identifying plant species (preferably Great Basin vegetation)
2. Be knowledgeable about vegetation sampling techniques (such as line-point intercept, biomass sampling, and transect/ground photo monitoring)
3. Be a detailed-oriented, reliable, team player who is able to work independently
4. Be flexible with assigned tasks and schedules
5. Live or work in rural/remote locations
6. Be skilled at navigating with maps, compasses and various GPS applications/equipment
7. Have experience safely operating 4WD and ATV vehicles
8. Successful applicants must have a valid driver's license and an acceptable driving record

How to Apply: Interested candidates should submit a cover letter, resume and three references (at least one of which must be a professional reference) online at: <https://podio.com/webforms/27230395/2095832>. Applications will be reviewed on a rolling basis, so early submission is strongly encouraged. HDP hopes to make hiring decisions by the end of April.