



Midpeninsula Regional Open Space District - *JOB ANNOUNCEMENT*

Integrated Pest Management Coordinator II or III*

(classification title: Resource Management Specialist II or III)*

Resource Management Specialist II Annual Pay Range: \$93,138-\$116,328

Resource Management Specialist III Annual Pay Range: \$105,253-\$131,428

Plus full benefits including CalPERS pension

*Midpen determines hiring level depending on qualifications

Application Deadline: February 13, 2022

Do you have a passion for protecting and preserving open space? Midpeninsula Regional Open Space District (Midpen) is seeking a skilled and motivated Biologist/Ecologist for our Integrated Pest Management (IPM) Coordinator position. Ideal candidates will have a strong background in Integrated Pest Management and botany, with demonstrated experience in effectively and efficiently managing priority pest species to protect natural and cultural resources and ensures safe recreational use of the preserves. Additionally, ideal candidates will possess strong communication, project management, and collaboration skills. This is an outstanding opportunity 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!

About Midpen: Midpen is a regional greenbelt system in the Santa Cruz Mountain region comprised of more than 65,000 acres of land with nearly 250 miles of trails in 26 extraordinary open space preserves, permanently protected for natural resource conservation, public enjoyment, and recreation. 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. View our [website](#) to gain insight to Midpen's operations and organizational values.

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 an environment focused on inclusivity, diversity, and equity.

Midpen's IPM Program effectively and efficiently manages priority pest species with a methodology that protects natural and cultural resources and ensures safe recreational use of the preserves. 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 pest management techniques, including low toxicity pesticides, pesticide alternatives, measures to protect the health of people and the environment, techniques for tracking and evaluating hundreds of individual activities, and is accustomed to working independently and exercising sound judgment. The position will also be responsible for leading or assisting on other natural resource projects in the department as assigned.

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

The **IPM Coordinator III** has broad, technical experience with natural resources, is self-directed, and works independently managing complex large-scale projects. May supervise an intern. This is an exempt/salaried position.

A Few Reasons Why You May Love This Job

- Collaborative work that directly supports Midpen's mission to protect and restore the natural environment
- You'll be part of a talented and dynamic team whose work contributes to providing nature's benefits to everyone
- Excellent employee benefits, including medical, dental, vision, tuition reimbursement, and a retirement pension through California Public Employees Retirement System (CalPERS)

Work Environment: This position requires on-site work in an office environment at Midpen's offices in Los Altos, California and will regularly report to the field. A hybrid telework/on-site schedule is available. 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.

Education and Experience: We realize your time is valuable, so please apply only if you have at least the required minimum qualifications outlined here: 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:

IPM Coordinator 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.

IPM Coordinator III: equivalent to graduation from an accredited four-year college or university with major coursework in natural resource management, environmental design, ecology, biology, botany, horticulture, agricultural sciences or a related field, and (3) three years of professional experience in integrated pest management preferably in natural parks, open space, or related field, including at least (1) year of administrative responsibility. One (1) year of supervisory responsibility and a master's degree is desirable.

Licenses & Certifications Required: Possession of a valid California Driver's License. A California Pest Control Advisor license, Qualified Applicator License, or Qualified Applicator Certificate (or be able to obtain within one year of hire date).

Benefits: Midpen provides an excellent benefits package including health, life & disability insurance as well as CalPERS pension. Please see the [Benefits](#) page on the District website for details.

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 at [CalOpps.org](https://www.calops.org).

Application deadline is February 13, 2022. Applicants with the most relevant experience and qualifications suitable for the position will be contacted for an interview.

The following application items are required to be considered:*

1. Fully completed CalOpps employment application
2. Cover letter
3. Resume
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:

First Interview (virtual): February 24, 2022

Written Exercise (virtual): March 2, 2022

Second Interview/Field Exercise (in person): March 3, 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!