



## Employment Opportunity

**Position Title:** Restoration Technician

**Status:** Non-exempt/hourly/40 hours per week

**Reports to:** Assistant Preserve Manager

**Overview:** Pepperwood is seeking a **Restoration Technician** to assist with the stewardship of the natural resources of the reserve. Pepperwood is a 501(c)3 nonprofit organization with a mission to inspire conservation through science. 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 is a place where science and community come together to solve today's most pressing environmental challenges. 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. Our goal is to ensure that humanity thrives together with a vibrant natural world. Please learn more about our programs at [www.pepperwoodpreserve.org](http://www.pepperwoodpreserve.org).

**Job Summary:** The Restoration Technician supports the Preserve Management team to care for the preserve's natural resources and infrastructure. Under the supervision of the Assistant Preserve Manager the Restoration Technician conducts maintenance of facilities including buildings, roads, trails, water systems, fences, vehicles, and tools. They participate in natural resource planning and conservation management of the flora and fauna of the preserve, including management tools such as the conservation grazing program, invasive species removal, prescribed fire, restoration planting and biological monitoring of the ecological health of the preserve. The Restoration Technician will work with Native Advisory Council, education team, volunteers and contractors to conduct work on the preserve. This person will serve as an ambassador of Pepperwood to visitors on an as-needed basis. May require weekend or evening assignments as needed.

### **Responsibilities:**

- Implement land stewardship activities across the 3,200 acre preserve
- Assist with vegetation management activities, including conservation grazing, forest fuels reduction, and invasive plant removal
- Participate in prescribed fire operations, including the preparation, implementation, holding, and monitoring of prescribed burns
- Maintain buildings, roads, trails, fences, water systems, vehicles and tools

- Assist with the implementation of the Pepperwood Adaptive Management Plan including land management monitoring.
- Assist research team with data entry and biological monitoring as needed
- Provide for preserve security with regular patrols, checking gates, fences and signage.
- Interact with volunteers, researchers, students and public visitors.
- Help lead volunteer workdays.
- Support native plant nursery as needed.
- Participates in team meetings, retreats, initiatives, committees, and events as appropriate, contributing to meeting strategic outcomes and a collaborative team dynamic.
- Prioritize and maintain positive, inclusive, and respectful interpersonal dynamics, even in challenging working conditions.

**Essential Requirements:**

- Minimum of 2 years of work experience in natural resource management and/or equivalent coursework.
- Experience with and passion for invasive species removal
- Experience with the safe use and maintenance of power tools including chain saw, mower, water pumps and construction tools.
- Experience maintaining and repairing vehicles and small engines.
- Willing to use a range of vegetation management techniques including manual, mechanical, and chemical treatment.
- Willing to learn how to work within contract/project management context.
- Excellent computer skills including Microsoft Office
- Excellent people skills; friendly, warm and personable
- Ability to learn new web-based tools as needed.
- Familiarity with regional botany and plant identification
- Familiarity with basic concepts of fuels and prescribed fire use
- Familiarity with basic wildlife identification and management issues
- Clear communication skills verbally and in writing
- Excellent team player
- Seeks guidance when needed but able to work independently.
- Valid California driver's license and good driving record
- Superior and consistent attention to detail with commitment to continuous improvement
- Demonstrated commitment to values and mission of Pepperwood Preserve
- Can work safely and efficiently independently and as part of a team.

**Non-essential Skills/Qualifications:**

- Bachelor's degree in biological sciences, natural resources, and/or environmental studies
- Basic Wildland Firefighter Qualification (FFT2) and/or experience in prescribed fire
- Current CPR, First Aid, Wilderness First Aid certification
- Experience driving full sized work truck, tractors and haul utility trailers.
- Bilingual Spanish and English
- Experience with herbicide application
- Experience using ARCGIS.
- Experience with report writing and data management.

**Work Environment:** Central office in Preserve barn: temperate climate, office lighting, and computer workstation. Remote field locations on preserve: uneven terrain, limited vehicle access and cell phone reception, sometimes solitary. This positions includes indoor and outdoor work. Vegetation management can entail work with power tools and herbicides in various weather conditions.

**Physical Requirements:** Ability to hike 8 miles in varying terrain; perform manual labor in extreme weather conditions; lift up to 80 lbs; visual capacity to use binoculars and GPS unit. Familiarity managing hazards including ticks, poison oak and rattlesnakes.

**To apply:** Qualified applicants are encouraged to submit a cover letter and resume by **December 20, 2023** to [hr@pepperwoodpreserve.org](mailto:hr@pepperwoodpreserve.org) No phone calls please. We will contact candidates directly who are selected for in-person interviews.

**Compensation:** Salary range is \$22-25 per hour based on experience; excellent benefits that includes full health coverage and retirement options.

Pepperwood is an equal opportunity employer and prohibits unlawful discrimination based on race, religion, color, sex, age, or marital status.