

# INTERNSHIP ANNOUNCEMENT

## *Spartina* Treatment Monitor

### Job Description

Olofson Environmental, Inc. (OEI) is an environmental consulting firm located in Oakland, California. OEI manages the San Francisco Estuary Invasive *Spartina* Project (ISP), a coordinated project of the California State Coastal Conservancy and additional partners. ISP is looking for *Spartina* Treatment Monitor interns, who will assist in field monitoring of non-native *Spartina* (cordgrass) treatment activities. Interns will be trained in the identification of native and invasive *Spartina* species and their hybrids. Interns will be trained in to use ArcPad software on Trimble GPS units to relocate invasive *Spartina* patches previously mapped by ISP biologists and to record treatment of these patches. Interns will also be trained in the use of desktop-based ArcPad and/or ArcGIS to edit field-collected data.

**Work will begin June 22 and will continue through mid to late November.** Position averages 30 to 35 hours/week. Hours will vary during the field season depending on tides, weather, and treatment schedule; some weeks may have little to no work and other weeks may require >40 hours. Work may start as early as 5 a.m. and end as late as 9 p.m. depending on tides and weather conditions.

### Qualifications

Successful candidates should hold an undergraduate or postgraduate degree in ecology, biology, conservation, botany, or a related field.

The position requires close collaboration with treatment crews and ISP staff in the field and in the office. The successful candidate will be required to work daily with different treatment crews at a variety of sites around the Bay, have the ability to work well independently and in a field team setting, and to follow project-specific field protocols and data entry/editing procedures.

Requirements include a basic understanding of and some familiarity with plant identification, GPS, and computer-based mapping. The applicant should possess strong map-reading skills and either a familiarity with the San Francisco Bay area or an ability to quickly learn to orient themselves to the site locations and driving conditions.

Must be detail-oriented and able to perform work accurately and efficiently. Must be able to learn to identify characteristics of hybrid *Spartina* plants and apply this knowledge independently in the field following approximately two weeks of training. Must be able to learn how to use a Trimble GPS unit to collect data independently following approximately one week of training.

### Physical Demands

Successful candidates must be willing and able to spend long periods of time in potentially adverse field conditions. The position can spend up to 8+ hours a day walking outside in mud and soft substrate, in fully exposed sun, and carrying heavy equipment. Must be able to lift at least 20 pounds. Must be willing to conduct field surveys during and directly adjacent to application of imazapyr herbicide (trade name: Habitat or Polaris) [more information on this herbicide is available at [www.spartina.org](http://www.spartina.org).]

Must be available to work up to 5 full (8-10 hour) days a week, with the understanding that work availability will vary based on schedule and weather conditions. Must be flexible and adaptable to changes in schedules and hours, often with very little advance notice.

Must have access to a car and be able to travel to the office and to field sites around the San Francisco Bay (Mileage is reimbursed; driver's license and proof of automobile insurance are required). Carpooling is strongly encouraged and is essential to managing our budget and carbon footprint, so every effort will be made to include the interns in those efficiencies. Candidates must be comfortable being on and around boats, as a majority of the remote field sites are accessed via water craft.

Employees must provide their own standard field gear, including suitable clothing, rubber knee boots, and hip waders. ISP will provide technical gear, such as data collecting units, range finders, and compasses.

Work areas are in sensitive marshes that may be inhabited by threatened or endangered species. Must demonstrate ability to follow protocols and show sensitivity to the habitat after one week of training. Previous work with sensitive species a plus.

## **Hours & Pay Rate**

Paid training and field work will begin June 22 and continue through mid to late November. Hours are variable from 0 to 60 hours/week depending on project needs, but are expected to average 30 to 35 hours/week. Pay rate is \$14-\$17/hour based on experience, with overtime paid at time-and-a-half. Candidates will have access to all mandated federal, state, and local benefits.

## **Application & Important Dates**

To apply, mail or email a cover letter, resume, and contact information for three professional references by **Monday, May 4** to:

*Spartina* Intern Application  
San Francisco Estuary Invasive *Spartina* Project  
1830 Embarcadero Cove Suite 100  
Oakland, CA 94606  
Email: [jobinfo@spartina.org](mailto:jobinfo@spartina.org) Specify "Spartina Treatment Monitor Intern Application" in the email subject line.

Incomplete or shoddy applications will not be accepted.

Questions regarding this position should be directed to [jobinfo@spartina.org](mailto:jobinfo@spartina.org). Interviews will be scheduled as qualified applications are received; applications will be reviewed until the positions are filled.