



JOB ANNOUNCEMENT

One Tam Conservation Management Specialist Tamalpais Lands Collaborative

Are you passionate about the conservation and management of natural resources?

We are looking for an individual who is excited about working in a collaborative setting to support the monitoring and managing of natural resources on Mount Tamalpais. Do you have experience in managing and implementing an early detection rapid response program for invasive plant species? Have you monitored special status species, worked with forest systems, or helped map sensitive vegetation communities across a large landscape? If so, we invite you to apply for this exciting new opportunity with the Tamalpais Lands Collaborative as part of the One Tam Initiative.

The Tamalpais Lands Collaborative (TLC) is a new partnership made up of the National Park Service, California State Parks, Marin County Parks, Marin Municipal Water District and the Parks Conservancy. The TLC combines the expertise and resources of its partners to ensure the long-term health of Mt. Tamalpais by advancing efforts to restore ecosystems, improve trail corridors, enhance visitor services, expand education and stewardship programming, and inspire community support through volunteerism and philanthropy.

This position will work directly under the guidance and oversight of the TLC Conservation Management Team, which is comprised of resource management staff from each of the five organizations, who are working collaboratively to increase the health and resiliency of Mount Tamalpais' biological diversity.

One Tam Conservation Management Specialist

The One Tam Conservation Management Specialist (Specialist) will collaborate with TLC partners to expand upon existing programs, and build and manage the basic infrastructure for both a One Tam Early Detection and Rapid Response (EDRR) program, and a mountain-wide vegetation monitoring and management program. The Specialist will also provide program oversight, plan and perform field activities, hire, train, and manage contractors, staff and interns, provide planning and implementation support for One Tam restoration projects.

Duties and Responsibilities:

Program Coordination

- Develop relationships with relevant staff from each agency and learn individual agency culture, policies and decision making.
- Expand support for managing a One Tam Early Detection and Rapid Response (EDRR) program, and monitoring special status species, forest structure, plant pathogens and sensitive vegetation communities mountain-wide, while creating a data-sharing and management platform that connects the partners.
- Collaborate with the Tamalpais Lands Collaborative partners to implement standards for restoration such as invasive species monitoring, species prioritization, and mapping;

- Collaborate with agency partners as needed to ensure compliance and appropriateness of sampling design, oversee implementation of experiment, data storage and organization, study documentation, and final report preparation;

Vegetation Management, Restoration & Monitoring

Invasive Non-Native Plant EDRR Implementation

- Determine annual invasive species control priorities and associated strategies to achieve control, document project activities, and report accomplishments in collaboration with agency partners;
- Oversee implementation of priority control strategies linked to EDRR monitoring program, to include controlling target species using approved IPM approach;
- Lead and train small field teams (interns & staff) to control target infestations;
- Track work performed using either CalFlora or Agency-supported data bases, photo-monitoring and other record keeping; collect data and generate maps using GPS and GIS technology.

Vegetation Monitoring (Rare Plants, Wetlands, Grasslands, etc.)

- Determine annual monitoring priorities in collaboration with agency partners. Refine existing monitoring methods as needed, and implement monitoring programs. Oversee the development, implementation and documentation of monitoring protocols in collaboration with partners, including sampling designs, data organization, and report preparation;
- Document mapping and monitoring efforts, create metadata for all GIS maps, prepare layouts and create final reports. Collaborate with agency GIS Coordinators to ensure data exchange and that each partner has the most up to date GPS and GIS technology and that data is stored in a manner consistent with partner protocols;
- Develop monitoring schedule and coordinate and implement with Agency partners, to include leading and training small field teams;
- Develop and prioritize management actions to reduce priority threats to sensitive resources in coordination with agency partners– to include removal of non-designated trails, installation of signage/fencing to reduce threats, etc.;
- Lead and train small crews to implement actions to support the enhancement of sensitive resources – to include rare plant population augmentation, etc.

Ecological Restoration Projects

- Provide technical support to gather baseline data for priority One Tam restoration projects as needed;
- Oversee monitoring of high priority One Tam restoration sites to track landscape-level changes and restoration accomplishments. Includes photomonitoring, vegetation and revegetation monitoring programmatically as well as for specific projects;
- Implement restoration plans, work goals and plant requests as directed;
- Oversee the development and implementation of field experiments to improve restoration strategies;
- Provide technical and management support for special projects and contracts occurring at One Tam restoration sites.

Project & Contractor/Crew Management

- Provide planning, design and implementation support to agency partners for priority One Tam vegetation management projects
- Provide technical support for data collection and analysis to support compliance and permit development as necessary
- Oversee, or train staff to oversee contractor crews controlling invasive plants, to include developing scopes of work, training crews, providing performance measures, documenting activities and assessing

efficacy of treatment work in support of priority agency partner control work;

- Develops and tracks project scopes and schedules

Supervision & Administration

- Hire, support and train One Tam Conservation Management Team staff and interns to support restoration and weed management activities, providing on-the-ground training.
- Provide technical guidance, training and coordination of partner agency seasonal and interns as directed;
- Develop and track Conservation Management Team budget; procure supplies and equipment as needed;
- Maintains relevant certifications;
- Attend relevant meetings with all partner organizations;
- Support fundraising efforts and other reporting needs. Provide data summaries for reports;
- Maintain good communication and positive working relations with agency staff and external partners;
- Provides presentations at conferences and relevant workshops as requested;

Qualifications

- A college degree or comparable field experience in ecological restoration or a closely related field (i.e. botany, ecology, resource management);
- Minimum of two years demonstrated experience implementing an IPM-based weed management program to include leading field crews and performing control work;
- Minimum of two years demonstrated experience managing invasive plant management projects to include developing scope and schedule for work, identifying performance measures, preparing/administering contracts for controlling target species, managing contractors, documenting work and assessing control technique efficacy.
- Minimum of two years demonstrated experience with field application of ecological restoration techniques, including invasive plant control, revegetation and reforestation practices
- Minimum of two years demonstrated experience conducting special status species, wetland and/or botanical inventory or monitoring activities, to include mapping, data management and development of future management actions;
- Two years of demonstrated project management experience to include preparing contractor scopes or work, project timelines, staff work plans and budgets.
- Demonstrated ability to transfer ecological principles into management actions;
- Two years of demonstrated experience training, supervising, and retaining staff and/or interns;
- Demonstrated proficiency with writing and basic computer skills, knowledge and familiarity with using MS Office, Access and Geographic Information Systems, including ability to collect and process geospatial data to track occurrences, treatments and generate maps;
- Lift up to 50 pounds, hike in steep terrain, repetitive use of manual tools, use of heavy power tools, carry up to 40 lb backpacks while wearing personal protective equipment, , and working in dense poison oak, inclement weather and other natural area environmental conditions ;
- Knowledge and familiarity with S.F. Bay Area native and non-native flora;
- Demonstrated experience with power tool use, such as chainsaw and brushcutter preferred
- Experience working with multiple partners or in a partnership environment; experience working with land management agencies a plus.
- Strong group management skills; excellent interpersonal and communication skills.
- Ability and desire to work as part of a team on complex projects and programs.
- Bilingual in Spanish a plus.

Compensation

- This is a full time, benefited position. Compensation for this position will be commensurate with work experience, skills, and educational background.
- Primary office is in Marin County.

To Apply

Please email your resume and a thoughtful cover letter that speaks to why you are a good fit for this position to Megan Strauss at mstrauss@parksconservancy.org. No phone inquiries please. Applications will be accepted until 5pm on August 16, 2015. Desired start date is mid to late September 2015.

The Golden Gate National Parks Conservancy endeavors to build a staff which reflects the diversity of our community. All qualified applicants are encouraged to apply