

# Biologist/Landscape Crew (Part-Time)



Back to Natives is seeking a part time Biologist /Landscape Crew for immediate employment. The appropriately qualified candidate will be a dynamic individual, capable of conducting field surveys, leading habitat restoration volunteer events, and assisting with native plant landscape installation and maintenance. This includes installing paths, fencing, irrigation, plants, mulch and other landscape features (will train). Crew may also be asked to assist in the Back to Natives Native Plant Nursery. Biologist/ Landscape Crew Members report to the Executive Director.

BTN is seeking an energetic individual who enjoys working hard! Candidate should be willing and able to work outdoors in all weather conditions. This position requires frequent heavy lifting, bending and walking on uneven terrain. This is a part time position. Hourly wage is commensurate with experience.

## DUTIES MAY INCLUDE, BUT ARE NOT LIMITED TO:

1. Conducting habitat assessments & wildlife surveys (monitoring habitat). Gathering/organizing/analyzing data.
2. May require working long field days outdoors, sometimes under rigorous conditions (e.g., hot and/or rainy weather, remote areas, in a variety of habitats).
3. Leading volunteer events and supervising volunteers in the performance of habitat restoration (including monitoring and invasive removal) and native plant propagation.
4. Install native plants according to a landscape plan using tools like post hole diggers and digging bars.
5. Install and maintain water wise irrigation systems. This occasionally includes trenching by hand.
6. Install rain water harvesting features. This includes digging and placement of large, heavy rocks.
7. Install fences, planters, and pathways. This includes digging and movement of large quantities of soil.
8. Care for established landscapes by applying new mulch, weeding, removing thatch, etc. Prune and trim trees, shrubs, and hedges. Gather and remove litter.
9. Maintain, sanitize, and repair tools and equipment.
10. Use hand tools such as shovels, post hole diggers, digging bars, rakes, saws, hedge trimmers, axes, etc.
11. Operate powered equipment such as a skid steer, chain-saws, sod cutters, and pruning saws (will train).
12. Occasionally assist in the Back to Natives Nursery. Propagate native plants, provide excellent customer service, care for plants (including watering, weed control and pest management), update the inventory (including data entry), and maintain the grounds. Construct propagation tables, shade structures, irrigation systems, etc.

## Experience & Requirements:

1. Knowledge of locally native animals.
2. Bachelor's degree in Biology, Ecology or other closely related field.
3. Knowledge of wildlife survey and monitoring techniques and ability to learn and implement new protocols.
4. Experience with field data collection, ecological assessments, and wildlife studies, preferred.
5. Candidate must have knowledge and experience with species identification (using a dichotomous key).
6. Self-motivated with strong attention to detail, good time-use skills, highly effective organization and multi-tasking skills, and ability to work in a team environment. Ability to handle the demands of multiple priorities for various projects.
7. Excellent analytical, judgment, and problem-solving capabilities.
8. Highly effective verbal communication skills; must be able to interact professionally with clients.
9. Willingness and availability to travel occasionally (within Orange County and the surrounding counties).
10. Must possess and retain a valid California Class C Driver's License (Special consideration for public transportation must be received during initial application process).
11. Ability to lift 50 lbs. Ability to work outdoors, even in inclement weather (heat, cold, or rain).
12. Landscape (plants and hardscape) installation/maintenance experience preferred, but not required.
13. Water wise irrigation installation experience preferred, but not required.
14. Nursery sales or comparable retail experience preferred, but not required.
15. Horticultural background desirable.
16. Basic computer skills.
17. Should be able to take direction and be energetic and personable with BTN clients and staff.

**Schedule:** Hours are usually 7AM - 3:30PM, but may vary. Must be able to work overtime during busy seasons.

**Apply:** online at [backtonatives.org](http://backtonatives.org) – questions? Contact [info@backtonatives.org](mailto:info@backtonatives.org)