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JOB ANNOUNCEMENT

POSITION TITLE: Biological Field Technician

LOCATION: RCDSMM Office, 4505 Las Virgenes Rd., Suite 215, Calabasas, CA 91302

HOURS: Part Time (variable by season, 20-30 hours per week, with potential for more, through December 2026)

- 3-month probationary period
- Snorkel surveys 7 months/year (weekdays only)
- Oak work year-round (weekdays and weekends)

APPLICATION DEADLINE: Open until filled. Two positions available.

The RCDSMM is looking for an experienced, enthusiastic, self-motivated biologist to help lead field research, restoration work, education and community engagement, including opportunities to coordinate programs, staff, volunteers, and interns. We offer a proven record of successful grant applications and project support, mentoring by local experts, and a unique, field-based work environment. This position will be supervised jointly by the **Conservation Biology Project Manager and Sr. Conservation Biologist.**

The RCDSMM is committed to ensure a welcoming environment for all and therefore does not discriminate in employment practices or in the delivery of services because of race or color, religion or creed, sex or gender, sexual orientation, national origin or ancestry, age, physical or mental disability, military status, genetic information, or other protected status. Equal employment opportunity, as required by law, shall apply to all personnel actions including, but not limited to, recruitment, hiring, upgrading, promotion, demotion, layoff, or termination.

DESCRIPTION OF WORK- The following represent typical tasks for this position. Additional activities may be involved.

- Help train and lead crews through a variety of fieldwork throughout the Santa Monica Mountains including:
 - snorkel surveys for native fish, amphibians and turtles (avg. 4 days/month, but variable).
 - vegetation, oak tree and other native species monitoring and maintenance (avg. 5 days/month, but variable).
- Maintain and calibrate field equipment including, temperature loggers, cameras, GPS and water quality testing probes.
- Upload and manage data, including QA/QC and analysis (as needed).

- Represent the RCDSMM at public meetings and events, including evenings and weekends.

WORK ENVIRONMENT

This is an extremely physically demanding job with field days typically lasting 8-10 hours in conditions that include heat, rain, and cold depending on season. Field work currently focuses on supporting snorkel surveys for endangered steelhead trout and oak woodland restoration.

Snorkel surveys involve teams of 3-4 people and are conducted two weeks per month (March – June, Sept- Nov) and consist of 2-3 consecutive field days Monday - Thursday starting ~730am and ending between 4-5pm. Snorkel surveys consist of hiking through rough terrain, rock scrambling, carrying ~30-pound backpack or snorkeling up the creek, all the while wearing a thick wetsuit for 8-10 hour day.

On alternative weeks, oak restoration events are managed by a team of 2-3 people for 2-3 consecutive field days (Thurs – Sat-Sun) starting at 8am and typically ending around 3pm. Requires carrying and using tools (shovels, hoes, moving hoses, weed whips, etc.), coordinating volunteers, and lifting up to ~40 pounds.

Both projects require the Biological Field Tech to assist with equipment preparation and transport to field site in RCD truck, conduct field work and assist with site cleanup and clean/manage equipment following surveys/events.

Due to demands of seasonal changes/unpredictable weather, flexibility working with a team in a fast-paced environment is a must.

KNOWLEDGE, SKILLS, AND EXPERIENCE:

Education: Minimum: Working towards Bachelor of Science in Biology, Ecology, or related field. B.S. preferred.

Field experience: Minimum of 1 year experience in field-based research/monitoring including:

- Aquatic fieldwork and protocol preferred (e.g., snorkeling, diving, SWAMP, wetlands delineation)
- Hiking on slippery and uneven terrain, working at unusual hours and in temperature and weather extremes (e.g., heat, rain). (required)
- Familiarity with GPS tools (handheld and desktop).
- Familiarity with the Santa Monica Mountains ecology, environment, and communities.

Other Requirements:

- Current driver's license
- Reliable transportation to the RCD office (Calabasas) and various locations within the Santa Monica Mountains. Must live within 45 minutes driving distance of the RCD office.
- Experience driving a Ford 150 truck (preferred) or willingness to learn.
- High level communication skills.
- Physically fit for outdoor field work including long field days, exposed to variety of extreme weather conditions (heat, cold, rain, etc.).
- Comfortable wearing thick (7 mm) wetsuit and hood for long days (8+ hrs).
- Ability to organize time and resources efficiently, with high attention to details and drive to meet deadlines.
- Leadership skills for supervision of field and education staff, volunteers and interns.
- Organization and maintenance skills to manage care of field equipment, wetsuits, etc.
- Ability to take initiative and solve problems in the field.
- Flexible to work on an as-needed basis (evenings, weekends) in addition to scheduled projects.
- Preferred – CPR (required but can be obtained during employment), First Aid and/or Wilderness First Responder certification.

COMPENSATION and BENEFITS:

Starting hourly rate between \$22.00- \$25.00 per hour, depending on skills and experience and with annual increases based on good performance. Health stipend of 8% of gross salary added to each paycheck in lieu of health insurance. Paid leave includes 12 days of sick time, 2 weeks' vacation and 13 holidays per year, including 2 floating holidays. The RCD also provides CalPERS retirement plan and a supplemental 457 plan through Nationwide (employer does not contribute to 457).

TO APPLY:

Please e-mail a cover letter and resume (include three references with contact information), copies of your permits (as applicable) to info@rcdsmm.org. Interviews will be conducted on a rolling basis until the position is filled. Starting date is negotiable but no later than October 1, 2023. For more information, please contact Alyssa Morgan (amorganrcd@gmail.com).