

**JOB TITLE:** California Monarch Butterfly Conservation Planner, NRCS Partner Biologist

**LOCATION:** USDA-NRCS Service Center, Hollister, CA

**COMPENSATION:** \$21.60/hour to \$26.00/hour starting, commensurate with experience (Approximately \$44,928 to \$54,080 per year).

**JOB START DATE:** Late November 2020

**APPLICATION DEADLINE:** October 24, 2020

**APPLICATION INSTRUCTIONS:**

All applications must be submitted via our application website at: <http://bit.ly/xerces-jobs>

Xerces is happy to provide accommodations for the job application process if needed. If you need an accommodation to complete the job application process, please email [reasonable.accomodation@xerces.org](mailto:reasonable.accomodation@xerces.org).

**JOIN US!**

Come join a growing team of conservation professionals at the Xerces Society who are dedicated to protecting some of the world's most important animals. We are seeking a motivated expert who can support farmers, ranchers and NRCS conservation planners in the conservation of monarch butterflies in the Central Coast region of California.

At Xerces, we harness the knowledge of scientists and the enthusiasm of the public to implement conservation programs. We take action by helping farms and public agencies develop conservation plans for pollinators and beneficial insects, producing ground-breaking publications on insect conservation, training thousands of farmers and land managers to protect and manage habitat for beneficial insects, protecting endangered species and their habitat, and engaging the public to raise awareness about invertebrates found on farms, forests, prairies, deserts, streams, wetlands, towns and cities. Our methods focus on habitat conservation planning, education, scientific analysis, advocacy, and applied research to conserve invertebrates, such as bees, butterflies, mollusks, and fireflies.

**WHAT YOU'LL BE DOING:**

Reporting to the Xerces Society Senior Pollinator Conservation Specialist (California Region) and in collaboration with the USDA Natural Resources Conservation Service (NRCS), the California Monarch Butterfly Conservation Planner will provide conservation planning, technical support and training to farmers, ranchers, NRCS field office planners and partners with a focus on California's Central Coast and Coastal Foothill regions. Conservation work will focus on the planting or management of breeding habitat for monarch butterflies, as well as other pollinators and beneficial insects that help control agricultural pests. This position will conduct outreach to diverse communities of agricultural land managers and conservation partners to raise awareness about opportunities to receive financial and technical assistance for monarch conservation on working lands. The ideal candidate will have experience with Farm Bill conservation programs, will have strong outreach experience, and will be able

to develop farm- or ranch-specific restoration or management guidance that addresses multiple goals of monarch butterfly, pollinator, beneficial insect, wildlife, soil, and water conservation.

### **ESSENTIAL JOB FUNCTIONS AND RESPONSIBILITIES:**

Working as a team with Xerces Society Pollinator Program staff, NRCS field and area offices, and NRCS technical experts, the *California Monarch Planner Conservation Planner* will:

- Assist NRCS conservation planners in the development of conservation plans that improve or create monarch butterfly - or pollinator and beneficial insect habitat - on farms and ranches in California's Central Coast and Coastal Foothill region. This may include habitat conservation or restoration planning, as well as habitat evaluation and monitoring.
- Coordinate and conduct outreach on monarch butterfly habitat conservation, pollinators, or beneficial insect conservation to agricultural producers, NRCS and Resource Conservation District (RCD) staff, and other partners in the region in order to increase awareness of monarch and pollinator declines, as well as to increase interest in available Farm Bill conservation program financial or technical assistance.
- Increase the technical capacity of staff from the NRCS and local RCDs to help farmers and ranchers take actions that promote and protect monarchs and other pollinators on farms and ranches.
- Provide technical advice on monarch butterfly and pollinator habitat restoration projects to RCDs, other NRCS conservation partners, and agricultural producers. Advise and plan on-the-ground habitat restoration projects.
- Provide individualized assistance to farmers, ranchers, land managers, restoration professionals, and others as they plan and implement conservation projects for monarch butterflies and other pollinators.
- Work with Xerces Society and NRCS specialists to develop or refine technical documents that support establishment, enhancement, or management of monarch butterfly habitat. Technical documents may include habitat evaluation guides, conservation practice specifications, grazing management specifications, plant lists, seed mixes, fact sheets, and habitat restoration guidelines.
- Spend 6-8 days / month conducting fieldwork, including site assessments, project planning, project planting and management, and insect and habitat monitoring.
- Travel out-of-town for multiple days (approximately 5 overnights per month) to support NRCS field office conservation planning. (Note: current overnight travel requirements are dependent on the status of COVID).

### **KNOWLEDGE, SKILLS, AND EXPERIENCE:**

#### **REQUIRED**

- Knowledge of the ecology of monarch butterflies.
- Knowledge and experience in pollinator or wildlife habitat evaluation, conservation planning, restoration and management unique to California.
- Experience in habitat restoration.
- Excellent verbal communication, presentation, and public speaking skills for diverse audiences that include farmers, ranchers, conservation partners, and others.
- Knowledge of USDA Farm Bill conservation programs and the work of the NRCS.

- Understanding of common agricultural practices in California.  
Knowledge of plant and weed identification and management in California.
- Ability and willingness to work with diverse teams and constituents in a respectful, equitable, and inclusive fashion.
- Excellent written communication skills, including the ability to write clear email, conservation plans, and technical documents for diverse audiences. Primary audiences include NRCS conservation planners, farmers, ranchers, and conservation partners.
- Excellent organizational skills and ability to develop work plans and work independently on assigned tasks.
- Working knowledge of common software applications (e.g., Word, Excel, PowerPoint, Google Suite).

#### PREFERRED

- Experience working in an USDA NRCS field office, implementing the NRCS conservation planning process and using NRCS conservation planning tools.
- Experience building networks of collaborators and increasing community participation in conservation projects.
- Knowledge of prescribed grazing and prescribed fire.
- Knowledge of the ecology of pollinators, including the biology of native bees, honey bees, and declining pollinator species.
- Knowledge of ecology and habitat needs of other beneficial insects that help to manage crop pests.
- Knowledge of Integrated Pest Management practices, and strategies for reducing negative impacts of pest management or pesticide use on pollinators and other beneficial insects.

#### QUALIFICATIONS:

##### REQUIRED

- Experience: Minimum 2 years of experience working full time in a field related to conservation, ecology, agriculture, outreach, natural resources, horticulture, wildlife, or related field.
- Education: A Bachelor's degree (Master's degree preferred) in natural resource management, ecology, conservation biology, entomology, wildlife biology, horticulture, agriculture, or related field, or alternatively more than 4 years of full-time experience in natural resource conservation planning, pollinator conservation, or wildlife/biodiversity conservation.
- Valid driver's license.

##### PREFERRED

- Bilingual or multilingual.
- Pesticide applicators license.

#### PHYSICAL REQUIREMENTS:

Be able to perform the following with reasonable breaks and/or reasonable accommodations:

- Operate a computer and other office productivity machinery, such as a telephone, copy machine, and computer printer for periods of 1-8 hours;
- Able to move and transport supplies, materials, equipment weighing up to 35 pounds;

- Occasionally drive vehicle for periods of 1- 8 hours;
- Occasionally work outdoors in the field for 1-8 hours per day under potentially adverse weather conditions;
- Frequently traverse across agricultural roads and fields, unpaved roads and walkways, and unimproved trails for periods of 1-8 hours, carrying 10 pounds of material or equipment.

**STATUS:** Full-Time, hourly, non-exempt position, scheduled to work ~ 40 hours/week. Schedule can be made flexible and opportunity for partial remote work location can be made, consistent with work requirements, depending on employee preferences.

**BENEFITS:** This position includes a generous benefits package: eleven paid holidays including two floating holidays that may be used for a personal or religious holiday observed by the employee or other occasion per policy, paid time off, paid health, dental, and disability insurance, option to participate in a pre-tax flexible spending account for medical and dependent care expenses, participation in a 401k retirement program upon eligibility and a flexible work environment.

**TERMS:** The Xerces Society is an at-will employer. Nothing in this job description restricts management's right to assign or reassign duties and responsibilities to this job at any time. In compliance with federal law, all persons hired will be required to verify identity and eligibility to work in the United States and to complete the required employment eligibility verification form upon hire.

**MORE INFORMATION:** For more information on the Xerces Society and our programs, please see our website: [www.xerces.org](http://www.xerces.org)

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**EQUAL EMPLOYMENT OPPORTUNITY**

The Xerces Society is proud to be Affirmative Action/Equal Opportunity Employer including disability and veterans. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, or status as a protected veteran.

**PRIORITY REFERRAL OF PROTECTED VETERANS**

We request priority referral of protected veterans for all openings with our organization. In order to be considered for employment, all applicants for employment with Xerces Society, apply through our Job Board. When referring or being referred as a candidate, including protect veterans, please refer them to this applicant site; <https://xerces.org/job-opportunities>.