

WE'RE HIRING!

Conservation Science Specialist

The Conservation Science Specialist plays a vital role in protecting rare plants and restoring unique wetland habitats across the Laguna de Santa Rosa watershed. This position supports the Laguna Foundation's mission through hands-on fieldwork, ecological monitoring, and habitat management. From vernal pool restoration to rare plant conservation, the work is dynamic, purposeful, and rooted in real-world impact—perfect for someone who thrives outdoors, values collaboration, and is driven by science-based conservation.

- Conduct field monitoring, plant surveys, and data collection to support restoration and conservation goals.
- Prepare annual monitoring and progress reports.
- Manage and analyze ecological data, using GPS and established monitoring protocols.
- Support habitat management through planting, mowing, weeding, and other restoration activities.
- Assist with invasive species control projects through plant identification, assisting with the development of treatment plans, and working independently to implement manual and chemical removal methods.
- Maintain tools, equipment, and project records; support seed propagation and restoration projects.
- Lead or assist with training of staff, contractors, and volunteers in the field.
- Collaborate across departments and represent the Laguna Foundation through community engagement, education, and outreach activities.

Find out more on next page!



Our mission is to restore, conserve, and to inspire appreciation for the Laguna de Santa Rosa and the surrounding watershed. We collaborate with many stakeholders and are involved in various vital efforts in the watershed including restoring native habitats, native plant propagation, and vernal pool stewardship. We focus on improving the environment for wildlife and people, and teaching about the Laguna to all ages.

Laguna de Santa Rosa Foundation

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Required Education and Skills

- Bachelor degree in Biology, Environmental Science, Natural Resources Management, or closely related fields; or three or more years of related work experience required.
- One year of prior experience in one or more items in the Principal Duties and Responsibilities Required.
- Candidates must meet requirements listed in *Physical Demands* section.
- Attention to detail and accuracy; ability to work independently and focus on project-specific goals.
- Proficiency in using Microsoft Office applications and Google Suite.
- Knowledge of California fauna, flora, and ecosystems.
- Basic understanding of ecological principles and best practices in conservation biology.
- Basic skills using GIS software.

Desired Education and Skills

- Basic mechanical knowledge, including confidence in operating, maintaining, and troubleshooting mechanical field equipment, is highly desired.
- Experience applying herbicides is highly desired.
- Experience with driving a trailer.
- Ability to read, write, and speak in Spanish at a conversational level is desired.

Supervisory Responsibility

Occasional direct supervision of Stewardship, Nursery, or Conservation Science Technicians that includes field work assignments, use of specific tools and equipment, as well as leading mixed work teams that may include interns, contractors, and volunteers.

Physical Demands

Ability to work outdoors in variable weather, and/or in a shared workspace for several hours at a time; bending and/or lifting up to 70 pounds, grasping; capacity to navigate two-story building via stairs; mobility required to use equipment and conduct physical tasks common to fieldwork labor (e.g., mowing, digging, string trimming and crush cutting, etc.) Ability to hike over uneven terrain 1-5 miles per day. Specific vision abilities include close and peripheral vision, depth perception, and focus adjustment; requires extended standing, walking, and fine finger movements. Ability to respond quickly to sounds; to see and respond to dangerous situations.

Required Certification, Training, or Security Clearance Requirements

- Valid Class C Driver's License and clean driving record. (A criminal history and DMV record check is required before employment, post conditional offer).
- Additional training will be provided after hire.

Hours/Compensation

Starting hourly pay range: \$28.00 to \$31.50 per hour, depending on related experience. This is a full-time position with a competitive benefits package that includes employer-sponsored health, dental, and vision insurance including up to 90% employer paid premiums; accrued vacation, sick time, paid holidays, personal days; and participation in a retirement plan. Onsite execution of work duties required. General working hours occur between 7:30 a.m. and 4:00 p.m., Monday thru Friday, occasional Saturdays will be scheduled.

How To Apply Please submit an email to jobs@lagunafoundation.org with "Conservation Science Specialist" in the subject line. Include your resume and the names and contact information of at least three professional references. A cover letter is recommended but not required. Do not submit a photo. Applications accepted until position is filled. Interviews will be scheduled on a rolling basis.