

Ecological Restoration Summer Intern

Location: Sacramento, Modesto, or Bakersfield, California

Status: Full-time, Non-Exempt

Start date: June 3, 2024

Duration: 8 weeks with possibility to extend up to 12 weeks

Reports to: Restoration Science Associate, Supervisory

A thriving future for California's environment and communities requires bold vision, creative problem-solving, and relentless determination. This is a critical decade for action and River Partners is growing our team of talented, tenacious change-makers to meet the challenge head on. Join us!

Who We Are

River Partners brings life back to California rivers. We've revitalized more habitat along impaired California rivers than any other entity in the western U.S., having led hundreds of projects across nearly 20,000 acres throughout California. We restore thriving native forests and ecosystems that support imperiled wildlife, improve flood safety, boost the state's climate resilience, replenish and improve freshwater resources, create open space for communities, and build stronger local economies. Since 1998, we have pioneered an innovative, entrepreneurial approach to conservation, combining modern farming, cutting-edge science, and diverse partnerships.

We are meeting the urgent need this decade to restore our riverways and seek passionate team members to help us grow our restoration footprint at an unprecedented pace and scale.

Why You Should Join Us

River Partners offers competitive salaries and benefits, including comprehensive health care insurance, flexible spending accounts, a 401(k) plan with immediate employer matching, life insurance, disability coverage, employee assistance programs, and other well-being benefits. We're proud of our supportive culture and focus on work-life balance. We strive to create an environment that brings fulfillment to our team members' personal lives by offering paid time off, an alternative work schedule, and flexible hours.

Position Description

The Restoration Science Scholar works as part of River Partners' Science Team to support, implement, and monitor our habitat restoration projects on California's rivers. This position provides a great opportunity to learn about large scale horticultural restoration, vegetation monitoring techniques, riparian ecology, GIS applications, and riparian plants. Restoration Scholars spend time hiking outdoors collecting and analyzing plant data within our adaptive management framework to help design better habitat restoration projects in the future.

This position requires long strenuous days monitoring vegetation in the heat, data entry and management, and a self-directed research project pertaining to riparian restoration.

Forty-hour workweeks will be expected and early morning workdays starting at 6am are not uncommon for this position. During the summer months River Partners works 4, 10-hour days each week. Housing is not provided.

Essential Functions and Responsibilities

(10%) Project and Team Collaboration

- Ensure compliance with workplace regulations in collaboration with the Safety & Office Manager.
- Exercise sound judgement in elevating issues for support by leadership.
- Regularly travel to project sites and regional offices to complete job duties and collaborate with the larger Restoration Science Team.
- Foster positive working relationships amongst the Restoration Science team to support excellent project delivery.

(75%) Restoration Project Monitoring

- As part of a team, collect data on past, active, or planned restoration projects within your region. This is primarily vegetation data in the form of plant censuses or relevés, but may also include geographic data, camera trap photographs, ARU recordings, pollinator surveys, or other forms of data collection based on site needs and individual skillsets.
- Become familiar with native vegetation species used in restoration, common native herbaceous species, and non-native herbaceous species found in the assigned region.
- Travel from regional office to assigned work sites, involving drivetime of up to three hours. Travel may involve carpooling with other staff members. Minimal travel to other regions may be required and may involve plane travel and overnight accommodations.
- This position is primarily field based, but does include accurately organizing, entering, and vetting data collected daily during fieldwork. Typical days include data collection during the mornings, followed by data entry during the afternoons.
- Collect field data and perform data quality control to support monitoring of Restoration Project performance with highest integrity.
- Clearly communicates challenges and pertinent site updates as appropriate with supervisor, other restoration scholars, and members of the science team.

(15%) Special Projects

- At the direction of your supervisor, choose from a provided list and complete an individual special research project related to restoration science and practice. While guidance will be provided, the project is self-directed and it will be the responsibility of the restoration Scholar to ensure timely completion of data collection, analysis, and creation of the presentation and report.

- Clearly communicate individual research project outcomes to the organization in a final presentation and project report.

Required Knowledge, Skills, and Abilities

- Interest in California plants, riparian ecology, hydrology, soils, and wildlife. Familiarity with plant identification and dichotomous keys.
- Basic understanding of ecological concepts.
- Willingness to work long hours in the field, including in hot weather, and necessitating early mornings.
- Ability to collaborate with diverse team members with poise and respect.
- Basic understanding of statistics and experimental design.
- Proficiency in MS Office applications.
- Excellent verbal, analytical, organizational, and written skills, including data visualization to technical and non-technical audiences.
- Integrity and ethics beyond reproach.

Qualifications

- Currently working towards a higher education degree in Ecology, Wildlife Management, Restoration, Climate Science, Engineering, or a related field.
- Valid California driver's license with no restrictions.
- Commitment and enthusiasm to carry out River Partners' mission.

Compensation

The anticipated rate for this position is \$16.00 per hour.

Location

Restoration Scholars can choose from three locations to apply to: Sacramento, Modesto, or Bakersfield. Sacramento and Modesto Restoration Scholars report from River Partners offices. A hybrid schedule may be approved after the introductory period. Bakersfield Restoration Science Scholars adopt a hybrid schedule and should anticipate field work in the region 2-3 days of the week. Some travel is required for all locations.

To Apply

Please submit a cover letter, resume, and contact information for three references in a PDF saved with your last name and the position location and job title separated by an underscore (e.g., Smith_Sacramento Restoration Science Scholar) to jobs@riverpartners.org.

Application Deadline: April 30, 2024.

Working Conditions/Physical Effort

Overall: Office and outdoor working conditions.

Does this job have any travel requirements? ☒ Yes ☐ No

Percentage of time spent traveling:

- ☐ 10-25%
☒ 26-50%
☐ >50%

Travel is by (check all that apply):

- ☒ Car
☒ Airplane
☐ Other: _____

Describe the specific job duties that require the physical demands selected below:

- Working on a restoration site with agricultural-type equipment.
- Working at a computer, using a copier, and reading documents.

Does this job require that weight be lifted or force be exerted? If so, how much and how often?
Check the appropriate boxes below.

	Amount of Time--% of Work Week			
	None	Under 1/3	1/3 to 2/3	Over 2/3
Up to 10 pounds	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Up to 25 pounds	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Up to 50 pounds	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Up to 100 pounds	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
More than 100 pounds	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

How much on-the-job time is spent in the following physical activities? Show the amount of time by checking the appropriate boxes below.

	Amount of Time--% of Work Week			
	None	Under 1/3	1/3 to 2/3	Over 2/3
Stand	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Walk	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sit	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Use hands to handle or feel	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Reach with hands and arms	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Climb or balance	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Stoop, kneel, crouch, or crawl	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Talk or hear	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Taste or smell	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

How much noise is typical for the work environment of this job? Check the appropriate level below.

- ☐ Very quiet (examples: forest trail, isolation booth for hearing test)
- ☐ Quiet (examples: library, private office)
- ☐ Moderate noise (examples: business office with computers and printers, light traffic)
- ☒ Loud (examples: metal can manufacturing department, large earth-moving equipment)
- ☐ Very loud (examples: jack hammer work, front row at rock concert)

How much exposure to the following environmental conditions does this job require? Show the amount of time by checking the appropriate boxes below.

	Amount of Time--% of Work Week			
	None	Under 1/3	1/3 to 2/3	Over 2/3
Wet or humid conditions (non-weather)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Work near moving mechanical parts	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Work in high, precarious places	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Fumes or airborne particles	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Toxic or caustic chemicals	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Outdoor weather conditions	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Extreme cold (non-weather)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Extreme heat (non-weather)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Risk of electrical shock	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Work with explosives	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Risk of radiation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Vibration	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Does this job have any special vision requirements? Check all that apply.

- ☒ Close vision (clear vision at 20 inches or less)
- ☒ Distance vision (clear vision at 20 feet or more)
- ☐ Color vision (ability to identify and distinguish colors)
- ☐ Peripheral vision (ability to observe an area that can be seen up and down or to the left and right while eyes are fixed on a given point)
- ☒ Depth perception (three-dimensional vision, ability to judge distances and spatial relationships)
- ☐ Ability to adjust focus (ability to adjust the eye to bring an object into sharp focus)
- ☐ No special vision requirements

River Partners is an Equal Opportunity Employer

River Partners is an Equal Opportunity/Affirmative Action (EEO/AA) Employer. All qualified applicants will receive consideration without regard to race, color, national origin, sex, sexual orientation, genetic information, gender identity, gender expression, marital status, pregnancy,



disability, medical condition religion, age, military or veteran status, or any other protected group status or non-job related characteristic as directed by law.