

Subject: Riparian and Wetland Crew Lead, fieldwork in OR or northern CA

OVERVIEW

The Institute for Natural Resources (Portland, OR office; <https://www.pdx.edu/inr/institute-natural-resources>) is partnering with the Bureau of Land Management (BLM) to implement their Riparian and Wetland Assessment, Inventory, and Monitoring (R&W AIM) strategy, which is targeted at collecting standardized data from wetlands and riparian areas across BLM Districts in the western U.S. Work will focus on sites in northern California (1 position) or in central and southeastern Oregon (1 position). Data collection will follow the AIM National Aquatic Monitoring Framework: Field Protocol for Lentic Riparian and Wetland Systems (TR 1735-3).

We are recruiting two Riparian and Wetland Crew Leads, each of whom will participate in a three-person crew. Both will be based in Portland, OR, but one crew will be working in northeast CA and the other will be working in central and southeast OR. The position is field-based and will require rough camping for 8 days at a time (e.g., away from established campgrounds and infrastructure). Sampling sites may sometimes be near a town, but often the towns will have few amenities or entertainment, and crew members will need to bring enough food and supplies to last the entire hitch. Cell phone service from any carrier (Verizon is usually the best) is poor to non-existent in many areas. Applicants should also understand that this is physically and mentally demanding work. The crew will work eight consecutive ~10-hour days, followed by a 6-day break. They will work in all kinds of weather (including hot temperatures) and with the possibility of fire smoke, and frequently will have to navigate difficult roads before lugging awkward and heavy equipment across uneven terrain to access a site. Crew members may be asked to perform data tasks and attend meetings during 6-day breaks from fieldwork.

Mandatory paid training will occur in early May. Regular field sampling will begin later in May and will continue into August, and will consist of at least six 80-hour work hitches. Each hitch will run from Wednesday through Wednesday. INR will supply all of the equipment necessary to carry out the work, including vehicle, sampling equipment, waterproof boots, shared camping equipment (i.e., stove and water jug), and fire safety equipment. Crew members are expected to provide personal items, including closed toe hiking boots, backpack for carrying field gear, tent, sleeping bag and pad. Crew members are also responsible for arranging their own housing in between hitches.

QUALIFICATIONS

Minimum Qualifications:

- A Bachelor's Degree (or current student) in Environmental Science, Biology, Ecology, Hydrology, Water Resources or related subject.

- Experience supervising technicians, volunteers or undergraduate students. Leadership in a volunteer or community organization, or in the military, can satisfy this requirement.
- Experience managing gear and equipment for a crew, lab class, team, or other organizational unit.
- Experience following standardized field sampling protocols, including: data entry and management using electronic devices; navigating to and collecting coordinates with hand-held GPS units and other electronic devices; and using Microsoft Office (Word, Excel, Access).
- Experience driving 4WD trucks in off-road situations. Valid driver's license and clean driving record (DUI or other serious convictions need not apply).
- Experience in and willingness to spend multiple days camping in the field where hazards (snakes, bears, deadfall, lightning, poison oak, flash floods, fires, etc.) may be encountered.
- Willingness to work irregular hours in harsh environments and challenging weather, and carry 40-50 pounds in a backpack over uneven terrain.
- Demonstrated ability to work productively as part of a team to accomplish mutual goals, and to work independently as required.
- CPR and First Aid Certification. (INR can reimburse the cost of courses.)

Preferred Qualifications:

Studies have shown that women and minorities often don't apply for positions where they don't meet all of the preferred skills and experience. We recognize that there are many different paths, experiences, and diverse backgrounds that add value to one's work, and encourage applicants to apply even if they do not have all of the preferred skills.

- Two seasons of wetland-related field data collection (e.g., wetland plants, soils and/or hydrology), and at least one season supervising others in related tasks.
- Experience characterizing riparian and wetland habitats in the field using standardized protocols, including sampling soil profiles, measuring water quality parameters and collecting water samples, and interpreting field indicators to classify wetland types.
- Experience maintaining 4WD vehicles.
- Wilderness First Aid certification. (INR can reimburse the cost of courses.)

EXPECTATIONS

In addition to the above qualifications, we expect crew members to commit to the entire field season, to practice safety awareness, including vehicle safety procedures, to communicate regularly with INR support staff and BLM agency staff, to participate in INR and BLM trainings, and to contribute to building a healthy and fun work team environment.

TRAINING

This position is ideal for people who are committed to ongoing learning and development and who are interested in a career in wetlands. You will receive paid training on the AIM protocols and associated methodology. You will also have the opportunity to interact with seasoned staff scientists from both the BLM and INR. Mandatory training (for all crew members) on the R&W AIM protocol will occur in early May.

COMPENSATION

Salary is based on qualifications and experience. The starting salary is \$21.42 an hour. You will also receive a total of \$555 per diem for food costs per hitch and lodging reimbursement of up to \$175 per hitch (e.g., for camping at established campgrounds). We will also cover per diem, including two travel days, associated with training.

HOW TO APPLY

Please submit the following as a single email attachment to Andrew Christensen (R&W AIM Crew Manager at INR, achr2@pdx.edu).

1. Letter of interest. Please describe your background, including any volunteer and/or military service, professional experience, recreational interests or hobbies that help demonstrate your suitability for work in harsh and challenging conditions; and your reasons for pursuing this opportunity and how it ties into your long-term career goals.
2. Resume including all degrees and related coursework.
3. Names of three (3) references.

Application review will begin immediately, but we will not start interviewing candidates until February 2026.

ADDITIONAL INFORMATION

Additional information about the Institute for Natural Resources can be found on our website at <https://www.pdx.edu/inr/institute-natural-resources>. Additional information on the AIM strategy, including the protocols, can be found at <https://www.blm.gov/aim>.