



Project Coordinator – Forest Service Sierra Nevada Carnivore Monitoring Program

Location: Sierra National Forest, Prather, CA (non-field season location negotiable)

Desired Start Date: February 16, 2026 | Project Duration: 12 months

Compensation: \$26–\$28/hr (DOE) | Schedule: 35–40 hrs/week, extended field tours (up to 8 days), some weekends | Benefits Package Available (Retirement, Wellness, Health/Dental/Vision)

Organizational Summary: Integral Ecology Research Center (IERC) is a 501(c)(3) non-profit dedicated to wildlife conservation and ecosystem health through scientific research. Our mission is to perform ecological research and compile, organize, and disseminate the results of this research to increase scientific knowledge for the public, advance the management and conservation of wildlife species and their communities, and enhance overall ecosystem health and conservation. We collaborate with federal, state, tribal, and local partners to advance species monitoring and management.

Project Background: This position will be in partnership and in support of the USDA Forest Service Region 5's long-term, bioregional Sierra Nevada Carnivore Monitoring Program (R5SNCMP). R5SNCMP conducts monitoring on National Forest lands throughout California's southern Sierra Nevada to assess population status and trends of carnivore species including the fisher and marten. Field work is conducted primarily in remote, front-country settings and will involve extended camping trips to field sites accessed by rugged 4WD roads. Work is expected to occur on the Stanislaus, Sierra, and Sequoia National Forests.

Position Summary: Under the general direction of the IERC Research Scientist, and in close collaboration with the Forest Service Monitoring Team Leader, the Ecological Project Coordinator (EPC) will play a pivotal role in bridging project-level execution with program-level strategy for R5SNCMP. This position provides comprehensive operational oversight of daily project activities and serves as a primary liaison between Forest Service program leads, IERC staff, and field personnel.

The EPC is responsible for planning, implementing, and managing field operations, data collection protocols, quality assurance procedures, and logistical coordination for a typically 8-person field crew operating in remote locations (3,000–10,000 ft elevation) that require multi-day camping trips of up to 8 days in remote field settings and terrain. The EPC may also assist with management, quality control, minor statistical analysis, and reporting of monitoring data or other activities to support the monitoring program. The EPC is expected to conduct field work as needed.

The role demands proactive identification and resolution of challenges related to fieldwork, safety, and data management, with a strong emphasis on maintaining compliance with scientific, regulatory, and safety standards. This is a lead position requiring strong leadership and mentorship capabilities. The EPC is responsible for leading and/or assisting in hiring, training, guiding, and overseeing project staff, including seasonal field technicians and interns, ensuring that all team activities adhere to project specifications and professional standards while fostering a collaborative, high-performance environment that supports both individual development and project success.



The duration of the position is estimated to be 12 months. This position is based on grant funding and will be periodically reviewed for extension and is offered on an at-will basis, consistent with California law.

Key Knowledge, Qualifications, and Skills Required for Position

Required

- Bachelor's degree in environmental science, ecology, wildlife biology, natural resource management, or a closely related field (or equivalent professional experience).
- Minimum of 2 years' experience in project or team coordination, with a demonstrated ability to organize complex workflows and deliver results under tight deadlines.
- Knowledge and expertise in carnivore ecology and survey techniques, including non-invasive survey methods (e.g., remote cameras, trackplates, automated scent lure dispensers).
- Demonstrated backcountry experience in high-elevation mountain areas, including ability to safely operate 4WD vehicles on rocky, loose, rutted, hilly, and narrow forest roads. Must be able to camp for up to 8 consecutive nights at undeveloped camping locations on Forest Service lands, hike heavy pack loads to remote off-trail locations, and lead others in these activities. This position requires extensive and strenuous travel and will include weekend work.
- Expertise in remote off-trail hiking and driving sufficient to assist in field scheduling, outdoor gear needs, and other field logistics.
- Experience and skills with data management and computer software, including familiarity with or aptitude to learn software such as MS Access, ArcGIS, Survey 123, Field Maps, and related tools for managing and analyzing ecological monitoring data.
- Proficiency in Microsoft Office Suite (Word, Excel, Teams, Outlook, PowerPoint, SharePoint, etc.).
- Excellent written and verbal communication skills, including experience with scientific writing and reporting and the ability to synthesize complex technical information for diverse audiences.
- Demonstrated leadership skills and experience leading crews or teams in remote field settings and building and maintaining effective working relationships with internal and external partners.

Preferred

- Graduate-level training or equivalent professional experience in carnivore ecology, population monitoring, or related fields.
- Experience coordinating multi-stakeholder field logistics or long-term ecological monitoring projects.
- Proficiency with additional tools such as Survey123, Field Maps, GPS/GIS field data collection platforms, and advanced data management systems.
- Familiarity with basic statistical analysis and aptitude and interest to learn more complex analyses.
- Familiarity with federal land management agencies, especially the USDA Forest Service, and associated regulatory or policy frameworks relevant to species monitoring and conservation.



Deadline to Apply: January 15, 2026 @ 2359hrs PDT

Please submit all application materials to hire@ierceecology.org, subject title “Carnivore Coordinator 2026”.

- 1) Current resume or CV
- 2) **1-page cover letter** summarizing your relevant experience and qualifications for this position.
- 3) Submit 3 professional references that have knowledge relevant to your qualifications.