



Integral Ecology Research Center

Environmental Restoration Project Specialist

Location: Blue Lake, California

Start Date: TBD | Project Duration: 24 months

Compensation: \$22-26/hr (DOE) | Schedule: 35–40 hrs/week, some weekends | Benefits Package Available (PTO, Holiday Pay, Retirement, Wellness, Health/Dental/Vision)

Organizational Summary: Integral Ecology Research Center (IERC) is a 501(c)(3) nonprofit 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.

Project Summary: This position supports IERC's Environmental Restoration Program, which involves cutting-edge data collection and active conservation implementation in natural settings throughout the western US. Projects include restoration on public lands, novel environmental studies, and assessment of vegetation and abiotic factors such as soil and water quality. This position is grant-funded and will be periodically reviewed for extension based on the availability of funding and operational need. The project duration is estimated to be 24 months.

Position Summary: Under the direction of the project coordinator, the Environmental Restoration Project Specialist (ERPS) will function as a lead for technicians and interns and will gather and manage data, conduct environmental studies, draft reports, respond to inquiries, and perform related tasks. ERPSs are expected to assist upper-level staff in preparing scientific planning and guidance documents and research proposals pertaining to IERC's Environmental Restoration Program. This role serves as a link within IERC's program-level management and project-level implementation, with the individual specializing in understanding, assisting with, and implementing one or more projects within the program.

The ERPS supports three integrated projects within the Environmental Restoration program:

- Ecosystem Recovery Monitoring and Illicit Cannabis Cultivation Site Reclamation Support: implementing biotic and abiotic monitoring at disturbed and paired control sites in support of project goals and assist with on-the-ground reclamation activities.
- Curriculum Development and Reclamation Team Training: supporting development of training curriculum and delivery of preliminary, supervisor, team, and proctored training to statewide reclamation teams.
- Unmanned Aerial Systems (UAS) / Drone Operations: operating project UAS equipment to collect a broad suite of geospatial and photographic data.

Lead Responsibilities

- Serve as lead for technicians and interns to assign and oversee office tasks and direct field workflows.
- Observe technicians' performance to assist the project coordinator in identifying knowledge gaps and supporting performance evaluations.
- Train and mentor technicians and interns in project-specific data collection, monitoring methodologies, UAS support tasks, and IERC field safety procedures.

IERC provides equal opportunity employment to all employees and applicants for employment and prohibits discrimination and harassment of any type based on race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state, or local laws.



Key Responsibilities

Field Sampling, Monitoring, and Environmental Data Collection

- Lead detailed field sampling of soil, water, wildlife, vegetation, and other project-specific data collection, including toxicology sampling using sterile materials and approved chain-of-custody procedures.
- Lead biotic and abiotic ecosystem recovery monitoring at remote field sites, including conducting vegetation and photogrammetry surveys and the deployment of Automated Recording Units (ARUs), drift net fences, remote game cameras, and time-lapse cameras, ensuring adherence to applicable protocols and grant deliverables.
- Participate in and help lead the reclamation of illicit cannabis cultivation sites, including the removal of refuse, and grow infrastructure from remote forest environments.
- Train technicians and interns in project-specific data collection, monitoring methodologies, UAS support tasks, and IERC field safety procedures.

UAS / Drone Operations and Hyperspectral Validation

- Plan and conduct UAS flights in compliance with FAA regulations, including review of NOTAMs (Notices to Airmen), Temporary Flight Restrictions (TFRs), Automatic Dependent Surveillance-Broadcast (ADS-B) tracking, geofence updates, and aviation real-time weather conditions prior to all flights using available tools and remote connectivity where cellular coverage is unavailable.
- Operate project-owned UAS equipment to collect high-resolution imagery and geospatial data, using, but not limited to, RGB, near-infrared (NIR), and multispectral / Normalized Difference Vegetation Index (NDVI) reflectance imaging, and photogrammetry post-processing.
- Conduct and oversee real-time cloud uploads of photogrammetry and imagery products to support seamless processing and to limit unnecessary follow-up flights, and prepare data validation reports with maps, images, locations, and summary findings for submission to the project coordinator and external partners.

Data Entry, Quality Control, and Analysis

- Assist in implementing efficient data collection, storage, and management solutions using Survey123, Excel, MS Access, ArcGIS Pro and ArcGIS Online, and other platforms, and support refinement and testing of data collection modules.
- Conduct data and geospatial analyses in Excel, ArcGIS Pro, and R, and create data visualizations using Google Earth, ArcGIS Pro, R, or other appropriate software to support project planning, field operations, reports, and presentations.
- Lead development and refinement of written Standard Operating Procedures (SOPs) for project-specific data collection, monitoring, and validation activities, and maintain high-quality data standards through application of QA/QC protocols and oversight of technician-collected data.

Curriculum Development and Restoration Team Training Support

- Support training team outreach and identification, including review and evaluation of proposals against established project selection criteria, and preparation of summary documentation and scoring materials.
- Support preliminary supervisor training activities by preparing background research and supplemental study materials, and by drafting assessments that identify participant knowledge gaps, strengths, and areas for improvement.



- Travel to each training team locations to assist with delivering team classroom and hands-on field training covering safety procedures, visual identification of potentially hazardous materials, identification of appropriate areas for helicopter removal, and best practices and efficient workflows for performing reclamation.
- Support proctored field assessments of teams independently planning and conducting reclamation operations, contributing to the evaluation of each team's approach, decision-making, reclamation plan, safety, and overall implementation.

Project Coordination and Support

- Under the direction of the project coordinator and program manager, schedule and manage tasks across multiple assignments, deadlines, field operations, and monitoring deployments, and assist with project management, including project planning and development, organizational evaluation, and estimation of time and material costs to establish realistic timelines.
- Communicate effectively in person, in writing, and through presentations with audiences of varying levels of understanding, including internal staff, collaborators, the public, and external agency partners.
- Support reclamation coordination, planning, and logistics by assisting with subcontractor management and communication, including but not limited to reclamation teams, aviation, and hazardous material contractors.

Report and Documentation Preparation

- Develop site assessment reports, reclamation plans, waste-removal reports, and post-implementation reports for each project site, documenting baseline and post-project conditions, photographic records, accounting of removed trash, infrastructure, and chemicals, and extent of habitat disturbance.
- Support drafting the Framework sections and assist in compiling the required documents, incorporating internal and external review and feedback at each stage.
- Prepare UAS / hyperspectral data validation reports with images, locations (in decimal degrees), maps, and land-area summaries.
- Edit written documents to ensure proper grammar, punctuation, sentence structure, and spelling.

Certifications, Training, and Safety (Position-funded training will be provided)

- 40-hour HAZWOPER certification is required prior to any direct involvement in handling, sampling, or mitigation of hazardous materials.
- Drone pilot training is required prior to operating the project UAS / drone in the field.

Minimum Educational Qualifications

- Bachelor's degree in Biology, Wildlife, Natural Resources, Environmental Science, or a related field with at least two seasons of relevant field experience in environmental or ecological research, restoration, or a similar field;
- OR**
- Master's degree in Biology, Wildlife, Natural Resources, Environmental Science, or a related field with one season of relevant field experience in environmental or ecological research, restoration, or a similar field.



Minimum Qualifications

- Proficiency with Geographic Information Systems software (ArcGIS Pro, Google Earth) and Microsoft Office Suite, including Excel, Word, Access, and PowerPoint, and Office 365.
- Proven data collection and management, field sampling, monitoring, research support, communication, and organizational skills.
- Valid California driver's license, clean driving record, and ability to meet IERC's vehicle insurability standards (driving is a required job function for travel to remote field sites), including the ability to operate vehicles proficiently in 4-wheel drive conditions on unpaved and remote roads.
- Ability to pass a background security clearance conducted in accordance with California state law and meeting the standards required by the project and its partner agencies.
- Ability to perform strenuous physical activity, hike long distances carrying up to 40 lbs., and work extended hours in remote and challenging field conditions, and to travel throughout California and camp or stay at project locations for up to four consecutive nights.
- General knowledge of basic environmental and land management laws and regulatory frameworks relevant to habitat and species conservation.
- Technical and scientific communication skills, including the ability to synthesize complex scientific information into clear, concise documentation, reports, and oral presentations for scientific and public audiences.
- Collaboration and teamwork skills, including effective collaboration with the project coordinator, technicians, and external partners, and effective communication with government agencies.
- Willingness to obtain and maintain HAZWOPER 40-hour certification.

Preferred Qualifications

- Proven ability to proficiently operate a chainsaw, or possession of a current chainsaw certification.
- ATV certification.
- Prior experience with cannabis site reclamation, ecological restoration, or habitat assessment.
- FAA Part 107 Remote Pilot Certificate or demonstrated experience operating UAS platforms in a professional or research capacity.
- Experience planning and executing UAS survey missions for environmental data collection, including familiarity with photogrammetric processing software (e.g., Agisoft MetaShape, Pix4D) to produce Ortho mosaics or digital surface models. Previous experience leading or mentoring field technicians.

Deadline to Apply: June 22nd, 2026 @ 2359hrs PDT

Please submit all application materials to hire@ierceology.org, subject title "Environmental Restoration Project Specialist 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 (no more than 1 academic reference) who have knowledge relevant to your qualifications.